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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic Reports of States parties

Addendum

YUGOSLAVIA

V.89-56823

I n t r o d u c t i o n

(1) This Report has been drawn up in accordance with Article 18 of the Convention on the Elimination of All Forms of Discrimination Against Women, as well as with the guidelines for drawing up the second and shorter periodical reports on giving effect to this Convention (Report of the Committee on the Elimination of Discrimination Against Women (7th. Sess./Official Records, Forty-third Session, Suppl. No 38(A/43/38)).

It is therefore a follow-up to the Initial Report on the Application of the Convention considered at the IV CEDAW session in 1985. (SR 52, January 28, 1985), and the National Report on what has been achieved in the country to promote the position of women, submitted to the World Conference of the UN Decade for Women in Nairobi. The Report particularly focuses on development trends pertaining to the position and role of women in the country in recent years, on changes in legislation, socio-economic and political developments and measures aimed at promoting their position and role, as well as on issues in which particular interest was expressed at the CEDAW during its deliberations on the Initial Report.

The laws and other regulations governing various areas of the Convention have been listed in Annex II, and the corresponding statistical indicators in Annex II.

(2) The Nairobi Forward-Looking Strategies for Promoting the Position of Women and the Report of the Yugoslav Delegation on the convening of the 1985 World Conference of the UN Decade for Women, have been considered by the governmental, assembly, self-management-delegate and socio-political bodies of the country. The Strategies have been translated into the national languages of Yugoslavia. They have been taken into account in drawing up the planning and development documents of the country and adopting current economic and social welfare policy measures.

We would like to point out that the Assembly of the SFR of Yugoslavia continues to consider, in regular intervals, the implementation of its 1978 "Resolution on the main lines of social action to promote the socio-economic position and role of women in our socialist self-management society", and issues guidelines and recommendations to legislative, planning and all other social and self-management development protagonists for monitoring the position of women and their integration in the policy and aims of social development and ensuring their equality. The SFRY Assembly considered the last Report in 1985 together with the Report of the World Conference from Nairobi, and the next one will be considered at the end of 1989. After the World Conference in Nairobi the SFRY Government set up a Yugoslav Commission for coordinating activities for implementing the UN objectives related to the promotion of the position of women. In addition to that Commission and in keeping with the federal order of the country, appropriate government commissions or assembly committees have also been set up in a number of republics and provinces constituting a national mechanism for channelling social action and measures of state organs in this area.

The National Commission is an advisory body of the Government for standing cooperation with the United Nations Organization in this field. Among other things the Commission follows, considers and coordinates activities for implementing UNO objectives related to the advancement of the position and role of women, draws up reports and gives opinions to the Government in relation to Yugoslavia´s cooperation in this area with appropriate UN bodies, non-aligned and other developing countries and different organs and organizations under bilateral and multilateral cooperation.

The Commission draws up a Programme of Activities for Implementing the Long-Term Strategies of the UN for Promoting the Position of Women to the Year 2000. A number of actions under this programme have been carried out so far. One of the more important ones was the Yugoslav Symposium

of Planners, Statisticians and Scientific Workers (Belgrade, June 1988), which considered the directions and measures for promoting and updating the system of statistical monitoring of the position of women in the country, with a view to ensuring the more objective monitoring of the realization of the Long-Term Strategies and charting the country´s policy in this area.

(3) In view of the socialist self-management system of the country, the functions of the national mechanism are carried out by the self-managing organs of enterprises and public services, local communities and communes, regions republics and provinces, i.e. their delegate assemblies. In all of them, as well as in non-governmental organizations, i.e. socio-political and trade union organizations, associations of citizens, professional and trade associations, activities have been considerably stepped up in recent years regarding the considering, channelling and solving of the immediate and long-term issues pertaining to the position and role of women in the socio-economic, political, social and cultural life of the country.

A large number of enterprises, communes and other social communities and self-management organizations are incorporating measures for the direct resolution of the existential and social problems of women into their programmes of work. The basis for such intensified activity of self-management, delegate-assembly and social i.e. political organs and organizations in the country were the serious problems encountered by Yugoslav women in the current social, economic and political developments in the country. These problems, in turn, led to the increased consideration and treatment of the social, economic and political, i.e. self-management position of women as issues of the integral development and developmental trends of the country, i.e. its various regions.

Nevertheless, the socialization of political decision-making and of the traditional state functions through the development of the system of social self-management have considerably contributed to the activation of non-governmental

organizations, i.e. socio-political organizations, as factors of social awareness and mass action focusing on the regular consideration and resolution of problems relevant to women, and on the mobilization of a large part of the female population in this area and that of social development issues.

In Yugoslavia there are no separate organizations of women. Conferences of women constituted within the Socialist Alliance of the Working People, the most massive socio-political organization in the country, at all levels of organization from the commune to the federation, represent a permanent form of activity. Through joint meetings with conferences of women or through the independent activity of these organs, work has been intensified on issues pertaining to the promotion of the position of women. To illustrate this here are some problems which were discussed: the position of women in associated labour, safety at work of women, the professional orientation of women and permanent education, the ideological aspects of the position of women, the position of women in branches with a low capital generation rate, women and rural development, personnel policy, etc.

(4) In the period under consideration, the SFR of Yugoslavia, like a number of other developing countries, encountered major problems in its socio-economic life and development which were in turn reflected on relations in political, social, public and cultural life. The external indebtedness of the country, difficulties in access to the markets of developed countries owing to the mounting protectionist trends, development based on the extensive and quantitative growth of economic parameters, overheated investment consumption and the raw-material and energy production orientation caused the well-known misfunctioning in the structure and performance of the economy.

The Long-Term Programme of Economic Stabilization, being implemented since 1983, has yielded only partial results so far. Gross national product and national income have registered a minimum growth as has industrial production.

Employment growth rates are very low as is the case with investment activities, resulting in adverse trends in labour productivity. In 1988 inflation reached an annual rate of 250% with a decline of the standard of living i.e. personal incomes in reals terms, for a number of years back. Women employed in low capital generation branches whose income is already low as compared to incomes in other activities were in a particularly difficult position. The reasons for this are both the grave material situation of the activity in which they are employed, and their low qualification structure due to which they are less paid. Inflation also has agravated the position of certain groups of the population, i.e. women, primarily single mothers, disabled and aged women, retired women with low pensions. Through social welfare measure the state and society are endeavouring to protect this category of the population.

Soaring inflation in Yugoslavia has also resulted in the growth of prices of some products-goods (primarily household appliances) which ease the burden of women in the family and household, so that many families cannot afford them any longer due to the fall of the standard of living.

Besides lesser employment chances and difficulties associated with the more adequate evaluation of labour, particularly in labour-extensive activities in which women workers are predominant, problems particularly affecting women are - the cutting back of resources for general and collective consumption i.e. for financing social and public services. These trends objectively affect the quality of health, educational and similar services, of services and assistance to the family, child care, etc., and in turn place an additional burden on women.

Since 1987 and 1988 in particular the country has adopted the orientation consistently to implement economic and social reforms. Amendments to the SFRY Constitution, the Law on Enterprises and a package of systemic laws have been adopted, with the basic aim of strengthening a market

economy and raising its reproductive capacities,competitiveness and efficiency, intensifying economic activities and trends, stepping up investments and employment, and reversing the adverse standard of living trends.

A plurality of forms of ownership has been adopted, as well as the stimulation of small-scale industries and the private sector, greater integration in the international division of labour, an orientation to modern technologies and innovations. Essentially, this orientation is in accordance with the need of activating women to a greater degree as a development and productive factor.

(5) Since the drawing up of the initial Report, in the Autonomous Province of Kosovo there have been grave socio-economic and political problems, which are also reflected in the deterioration of the position of women.

Their position in Kosovo was already worse than in other parts of the country. It is primarily delineated by some traditional factors inherited from the past, e.g. the position of women in the family, entailing household duties and work in agriculture. Coupled with this is the tradition of bearing many children. Their educational structure is low, so that women in Kosovo, in the already grave employment circumstances get jobs with more difficulties, this slowing down the process of their social emancipation. Naturally, socio-economic development is creating conditions for gradually overcoming these factors. This is demonstrated by the replies given in the subsequent parts of this Report, as well as the tables which statistically substantiate them.

Given the present high inflation and the deterioration of living conditions, the position of women in Kosovo is further aggravated. All these difficulties are even more dramatic as these factors are exploited by certain forces in Kosovo, which by keeping women in this difficult position, pursue the policy of separatism in the Province and in that way also further their aims. An illustration of this fact is the propagation of the idea that women should bear many children.

This policy particularly relies on the system of oppression and physical terror over the non-Albanian population, particularly women, aimed at forcing them to move from the Province and creating an ethnically pure Kosovo. A result of this activity is the further aggravation of the position of non-Albanian women, who have in many cases been harrassed and raped, employing terrorism as a means to attain separatist objectives.

With a view to preventing the further exacerbation of this situation and gradually overcoming it, the SFRY society and government have introduced (temporary) restrictive measures of a legal state, aimed at protecting personal security and property and the fundamental human rights and security of all citizens. Socio-political organizations are mobilizing people to oppose separatist forces in Kosovo.

(6) It is well known that Yugoslavia, as a member of the Movement of Non-Aligned Countries strictly and consistently builds its foreign policy and cooperation with the international community on the principles of non-alignment. This is reflected in its activities at the international level, in the field of creating general conditions for improving the position of women. Efforts to this end are also an element of our policy of cooperation with neighbouring countries, in the region, and in the international community, primarily through the United Nations system.

In the Movement´s activities pertaining to women, Yugoslavia has played an active part in initiating, considering and channelling joint actions pertaining to women taken by the Movement. This was also the case at the VIII Conference of Heads of State or Government of Non-Aligned Countries in Harare, in 1986, which devoted appropriate attention to the problem of women and their role in society, and affirmed readiness for implementing the Long-Term Strategies from Nairobi. A Yugoslav delegation has also participated in the sessions of appropriate UN bodies and in the General Assembly.

In its international policy Yugoslavia has continuously and consistently emphasized that the promotion of the position of women in international relations is essentially

linked to the struggle for peace and development, and to the observance of the independence, sovereignty and equality of all nations; linked to this are the objectives of the Movement of Non-Aligned Countries and their efforts aimed at establishing new economic and political relations in the international community, accelerating the economic and social progress of developing countries, i.e. establishing a New International Economic Order, and the struggle against colonialism and neo-colonialism, racial discrimination and apartheid, against all forms of aggression, hegemony and interventionism in the international community.

Part I

(Ad. Articles 1-6)

The initial Report on giving effect to the Convention lists in detail the legal and socio-economic grounds contained in the provisions of the SFRY Constitution relating to the rights and equality of the sexes in the country. These options are a lasting value and are one of the fundaments of the social order of the country - socialist self-management. It also mentions that in keeping with the federal and self-management system of the country, these rights are specifically determined and elaborated in the constitutions of the socialist republics and socialist autonomous provinces, and are also regulated by communal and municipal statutes, as well as those of an enormous number of self-management organizations of associated labour, local communities, social and other organizations.

The Constitution provides for the special protection of women in two cases: at work and in the case of motherhood. However, since the equality of men and women is a fundamental social and constitutional principle, it is specifically regulated by a large number of laws and other regulations virtually covering all the areas of the Convention.

In view of the social developments and changes, the development tendencies and problems of the country, legislation and regulations have been considerably amended since 1983. The aim of these changes was not only to improve the protection of women at work and in the case of motherhood, but also to create more favourable social circumstances for attaining equality and improving the position of women. Part I of the Annex to this Report lists the regulations and laws currently in force.

It is also necessary to mention that the autonomous self-management right, i.e. the regulative acts of self-management communities and organizations which regulate the position and protection of women in detail and in keeping with the specific circumstances of a given milieu are increasingly becoming a part of the Yugoslav regulative and legal system.

The most important characteristic of social practice in recent years are, nevertheless, the efforts to include as many women as possible in self-management decision-making processes aimed at channelling the development of the community and resolving the vital issues of all citizens. Certain positive results have been registered with regard to increasing the number of women in self-management and delegate bodies at all levels, particularly in enterprises and communes, increasing the number of women in managing posts in associated labour and in drawing the greater attention of the public, science and mass media to the problems of the social status of women.*)

In 1987, in 30.000 Yugoslav enterprises and organizations which had workers´ councils, the membership of these councils was 441.816. Women accounted for only a little less than 1/3 (142.375). However, of the 35.796 directors and business managers, only 6.4% were women. The number of delegates to assemblies of socio-political communities which are elected (this is the basic level of the representative structure of the citizens and working people) was 445.539 in 1986, of which

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*) women account for 50.5% of the population, and for 39% of the employed. Employment data by republic and province are given in the attached tables.

almost 25% were women; during the same year women accounted for 17.1% of the 50.743 members of communal assemblies, of the 1.911 members of provincial and republican assemblies 392 were women, and of the 308 members of the SFRY Assembly women constituted 15.6%. From 1983-1985 women occupied some of the highest political posts in the country - Prime Minister, Vice-President of the SFRY Assembly, two chairmen of the Assembly Chambers, a number of members of the SFRY Government, president of the Council of the Trade Union Confederation of Yugoslavia, president of the Conference of the Youth League of Yugoslavia.**)

Annex II to this Report presents some indicators pertaining to self-management and socio-political activites of women. It does not give separate data on the membership and activity of women in socio-political organizations, in the Socialist Alliance of the Working People, in the Trade Union Confederation, the Socialist Youth League and the League of Communists, but as the number of women among the employed population and the population being educated is increasing both in absolute and relative terms, it is evident that the membership and social base of action of these organizations are expanding, and their dealing with the problems of the position of women.

Part II

(Ad. Articles 7-9)

With regard to the regulation and exercise of the right to vote and other political rights of women, there have been no changes or deviations from the fundamental options or legal enactments described in the initial Report. The number

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**) A larger number of women in the executive bodies of the republics, more women presidents of communes, executive councils in communes, judges, etc. In the period under review the number of women in diplomatic and consular representation offices is still insufficient as is their number as Yugoslav representatives in international bodies, as already pointed out in the initial Report.

of women in self-management and social decision-making bodies, particularly in delegate-assembly bodies is gradually rising, but is generally insufficient and still low. It is neither in keeping with the actual participation and contribution of women to the social and economic life of the country, nor with their activity in basic self-management communities and organizations. The reason for this, however, is not predominantly a discriminatory attitude towards women as citizens, producers, self-managers, but rather in the confined and poor working and living conditions, her duties in the family and household, preventing women from playing a more active part in self-management and socio-political life.

Socio-political organizations and organs in communities at all levels insist on the implementation of the principle of equality and the full representation of women in all social, self-management and political organs, including executive, management and administrative ones. However, in practice there are deviations from this which are particularly evident in some sectors such as executive-management bodies, management bodies in the economy, science, etc.

Research in the country shows that these deviations are a result of several important factors: of the insufficiently developed system and practice of services for the family and household and care for children, which particularly adversely affects the position and opportunities of women, then - labour and employment which are to a large extent motivated exclusively by existential problems, the still unfavourable qualification pattern and educational level of women in spite of positive processes in the educational sphere in the country, and finally the existence and impact of traditional views on the position and role of women in society, according to which public life is not the predominant area where women should express themselves. In this connexion, research has shown that in women too these values are frequently reflected in a specific way, namely in the belief that they are not sufficiently experienced, competent or qualified to assume public and social functions.

It is therefore evident that the proper course to take lies in solving the problem of the representation and participation of women in the economic, social and public life of the country, in development involving women as an essential production and creative potential, one generating material and social conditions for the integral expression of that potential, including the professional, self-managing and political activitation of women. This commitment has been fully embraced by the competent authorities in the country.

Part III

(Ad. Article 10, items A,B,C)

In connexion with this Article of the Convention the Initial Report cited Article 165 of the 1974 Constitution of the SFRY, which lays down compulsory eight year education and proclaims equal access to education to all irrespective of sex. The right to education stipulated by the constitutions of all the socialist republics and socialist autonomous provinces is the foundation for all activities, legislative and others, in the area of education.

The Initial Report did not lay special stress on the fact that prior to 1980 a reform had been completed of the educational system. Among other things, the aims of this reform were to change the traditional educational system which was divided into schools giving general and theoretical knowledge, and those of a technical and vocational orientation, as well as to overcome the traditional division into male and female jobs, by including female youth in professions and vocations of a technical nature. This resulted in changes in the educational structure of youth seeking employment. According to some partial surveys of the experiences gained through the reform the second mentioned aim has not been fully attained in keeping with these expectations.

Later changes in the educational structure nevertheless point to positive changes from the standpoint of

employment and the position of women in general.

Indicators show that illiteracy is declining. According to the last population census in 1981, illiteracy was 9.5% (against 15.1% in 1971) of the population over 10 years of age the rate of illiterate female population being 14.7% and male 4.1% (as against 22.2% i.e. 7.5% respectively in 1971). This percentage is not uniformly distributed by regions, in view of the fact that there are areas where illiteracy has been completely eradicated. There still exist great regional differences, particularly when female illiteracy is in question. Data on female illiteracy show that predominantly women above 50 years of age mainly in underdeveloped regions are in question. Special literacy programmes which have been initiated have generally yielded good results.

Available data show that in the 1985/86 school year the number of girls attending regular elementary education amounted to 48.2% of the corresponding generation. Since these data do not include pupils attending special education, we could say that the coverage of girls by eight-year education is nearly complete, although all of them do not complete their education. The problem of drop-outs in the case of girls is particularly pronounced in some parts of the country. Naturally, efforts are being exerted to ensure that all girls complete elementary education so as to have equal opportunities for further education and employment. Society is exerting special efforts to ensure that e.g. all children from mountainous regions attend school (transport meals, etc.). There are instances of still strong prejudices against going to school, particularly in the case of girls. In such situations influence is exerted on parents and milieus to halt drop-outs of girls in the senior grades of elementary school, by changing attitudes, customs, etc.

The percentage of girls is also constantly increasing in secondary education. During the 1986/87 school year the rate of girls attending regular secondary educational institutions was 47.5% of the corresponding generation (in 1982/83 it was about 46.9%).

Available data show that in 1987/88, the proportion of females enrolled in faculties and academies was 42% of

the total number of students, and the proportion of women at post-secondary two-year schools was 51%. It is seen that differences between men and women with respect to education decrease faster in the case of secondary and high education and more slowly in the case of higher education. The reason is that the vocational guidance of youth is still not attached sufficient attention everywhere, and the one-sided orientation of female youth towards "female jobs" has still not been surmounted, these vocations as a rule entailing a shorter period of education, etc.

The inclusion of women into the highest levels of the educational process naturally results in the increase of the number having titles of specialists, masters and doctors of sciences. In 1987 the title of master of sciences was conferred upon 1750 people of which 533 women, and the title of doctor of sciences on 998 people, of which 271 women. This proportion is considered unfavourable, but a long-term positive trend along these lines may be observed.

(Ad Article 10, item D)

Education can by all means be considerably stimulated through the system of scholarships and credits for pupils and students. Available data show that in 1985, of the 132.000 scholarship and credit holders 43.6% were women (as against 43% in 1983). It is also important that women account for 55.6% of the scholarship holders from Tito´s Fund (for special talents) (in 1983 this figure was 51.5%). The criteria for granting scholarships and credits, in addition to the material standing of the youth and the specified need for certain vocational profiles, are related to the economic and social development of various regions. Equality irrespective of sex is ensured in the case of granting scholarships or credits. Although the data on granting scholarships and credits to female youth are relatively favourable, the structure of scholarships and credits according to the activities of those granting them show that the policy of scholarships only partially accelerates and channels such education of female personnel as entails the abolishment of the division into female and male vocations.

(Ad Article 10, item E)

In our country increasing emphasis is being laid on adult education as an integral part of the system of permanent education. Elementary education as well as education at higher levels is considered a prerequisite for employment, self-management activities and the further professional advancement of all, including women. Besides other documents the 1978 Resolution of the SFRY Assembly on the major directions of social action for promoting the socio-economic position and role of women in our socialist self-management society also emphasizes the great importance of education for women.

Available data show that in 1985/86 of the adult population covered by elementary education 41.8% were women, and the percentage of women in secondary schools was 30%.

The magnitude and importance of literacy campaigns for adults were emphasized in the initial Report and the main trends and assessments to this effect are still relevant.

In the area of adult education, special attention is devoted to worker education. Under labour legislation, the education of workers is the right and even the obligation of the workers themselves, of their enterprises, associations and the society as a whole. No accurate data are available on all the forms, types and modes of education of male and female workers. In this respect also formal equality normally exists. In addition, through the system of on the job and in house training women are in a position to acquire higher qualifications or retraining, i.e. to enrol in general and socio-economic education in regular schools, in worker education centres in enterprises, in adult education centres and other adult education institutions. A still unsatisfactory fact is that women, more than men, enrol in shorter forms of social and general education, and less than men in vocational and advanced training, for the latter has the greatest effect on the promotion and professional mobility of workers.

A result of the existing economic crisis is also the increase of the number of those workers and segments of those branches and enterprises whose work has become redundant due to economic difficultues and technological changes. They include a considerable number of women. In such cases it is necessary to find a new job for such workers, and this requires additional training or retraining. Information from employment authorities shows that precisely women, due to their still low qualifications or inadequate training have the greatest difficulties in the system of education for the purpose of re-employment.

We should like to mention that in 1982 Yugoslavia ratified ILO Convention No. 140 on paid leave for education.

(Ad Article 10, item F)

In addition to some clarifications given in connexion with article 10, items A,B,C, we should emphasize that girls and women who left school before completing it may, on an equal footing, enrol in all the existing education programmes, particularly programmes for adults, i.e. workers.

(Ad Article 10, item G)

No supplements to the initial Report are necessary.

(Ad Article 10, item H)

Clarifications relevant for this item are given under Article 16).

(Ad Article 10, para 2, item B)

See Report, (Ad Article 12 and Article 16, item E)

(Ad Article 11, para 1, item A)

In the period under review amendments have been adopted to some of the regulations pertaining to the right to

work. In fact, amendments to the SFRY Constitution have been promulgated, the Associated Labour Act*) has been amended, and in 1985 a new Social Compact on the Principles of Common Policy in the Area of Employment and their Implementation in the SFRY adopted. The aim of that Social Compact was to lay down such an employment policy as would halt the increase of unemployment. The Social Compact envisages numerous measures within the common employment policy, the objective of which is full productive employment in the SFRY. One of them is that it is necessary to create conditions for increasing the employment of professionals and ensuring conditions for the retraining of unemployed experts, and in particular - the creation of conditions for the faster employment of young professional personnel and women.

(Ad Article 11, para 1, item B)

With regard to equal employment opportunities, including the application of the same criteria for getting a job, we would like emphasize that the aim of the changes made, i.e. of the amendments to the Constitution and Associated Labour Act and the Social Compact on Employment Policy, is among other things, to create new, more favourable conditions for equality in the case of employment.

The amendments to the Associated Labour Act aimed at upgrading the employment structure (according to sex, education) and opening up new opportunities for employing young personnel, both men and women. According to these newly adopted standards, the only condition prescribed for working on a given post may be only two successive qualificational degrees. When two applicants with a lower and higher educational degree apply for the same job, the one with the higher degree is selected. According to another amendment to the same Act,a work organization is obliged to employ a certain number of trainees. If it does not comply with this provision, it is obliged to pay a certain amount to some funds, which are then used for opening new jobs.

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*) See Annex I.

With regard to equal employment opportunities, it is necessary to mention regulations in some republics with a large number of unemployed persons. Namely, they adhere to priority lists, i.e. rank lists, which work organizations are obliged to make up before selecting candidates on the basis of a public competition, and when several candidates apply. The criteria for drawing up such lists are: success in school of the person seeking employment, the standing of his/her family, i.e. household, the health status of the family, the number of dependants, the age of the candidate, etc.

We should nevertheless mention that these regulations on priority lists will probably undergo changes due to adaptation to market conditions, so that priority will be applicable only to the most capable candidates, if a number of them apply.

In the period under review, the SFRY ratified in 1987 Convention No. 156 on Equal Opportunities and Treatment for male and female workers, workers with families, this re-affirming our existing legal solutions.

Data on trends in overall employment as well as on female employment since the last Report show a constant upward trend. At the end of 1987, the share of women in the total number of 6.703.000 employed in the country was 39% (in 1983 it was 37%). Of this 34% is in the economy and 61% in non-economic activities. In addition, the private sector employs about 160.000 people, of which 37% women.

In addition to such a growth of employment, unemployment also grew. At the end of 1987 the number of unemployed was 1.081.000 of which about 55% women.

Naturally, the employment and unemployment pattern considerably differs by republics and provinces from the above Yugoslav average, being more favourable in the developed than in the underdeveloped regions of the country.

While women account for 50.5% of the total population, they account for about 39% of the number of employed, and even some 55% of the job seekers, showing that natural proportions have not yet been established in these relationships, although they have considerably improved on the whole.

(Ad Article 11, para 1, items, C,D,E,F)

The information given in the initial Report is supplemented by some facts relevant to employment security.

The grave economic situation, the deterioration of business performance conditions and the introduction of a market economy, and in that context, the bankruptcy of work organizations, the demand for productive employment, and unemployment on the other hand, influenced the adoption of more strict criteria for employment security. Namely labour legislation and the amendments to the constitution contain some changes pertaining to the termination of the labour relationship, which naturally influence the hitherto system of employment security.

The system has been preserved according to which the labour relationship of workers in associated labour terminates against their will in cases such as, e.g. violations of work discipline, the winding up of a work organization. We should mention that under the legislation in force, employment security is guaranteed to all workers regardless of sex. This is why no explicit provision is made for employment security in the case of women, i.e. pregnant women and mothers with small children. Yugoslavia has ratified ILO Convention No. 103 on the Protection of Motherhood, which prohibits the termination of a labour relationship in the case of women, due to unconscientious and poor work, i.e. breaches of work discipline during maternity leave.

The initial Report describes the protection of all workers, irrespective of sex, which is provided by the labour regislation in force for workers if due to economic or technological reasons their labour in a work organization has become redundant. We would like to draw attention to a change made in item 13 of Amendment X to the SFRY Constitution. Pursuant to this constitutional amendment, a labour relationship cannot be terminated if due to technological or other production improvements raising labour productivity and upgrading the performance of a basic organization of associated labour his work is no longer necessary in that work organization,

until another job corresponding to his abilities is ensured, or until his exercize of the right to work is ensured in another manner (e.g. private activity with personal labour) or his statutorily stipulated rights on the basis of labour (compensation of personal income, premature retirement,unemployment benefits, etc.).

A novelty in the constitutional provisions is that material security shall not be provided exclusively through the protection of the continutity of a labour relationship but also through some rights on the grounds of social security.

In the future it is expected that in cases of surplus workers, the necessary preparations for another job, imploying additional training or retraining, will be more frequent.

With regard to terminating a labour relationship we should mention that in recent years all the republics laid emphasis on providing in their laws for the possibility for women to terminate their labour relationship when they become eligible for old-age pensions, under the same conditions as men. Namely, an employed women in the SFRY becomes eligible for full old age pension 5 years before a man, after 35 years of service, and not 40 as for men, due to her reproductive function. According to the changed legislation, in all the republics women can now work after 35 years of service, until 40 years if they so wish. However, due to the difficult socio-economic situation, reflected on the position of unemployed, there are initiatives to shorten the length of service of the employed. The situation with respect to employment (the problem of latent unemployment) also gives rise to the need for worker mobility and the most productive employment and the most efficient utilization of capacities. The novelties in the Associated Labour Act, the republican and/or provincial laws on labour relationships, open up further possibilities for part time work. It can be introduced if required by the nature of the job, the organization of work or exceptional circumstances (Serbia, Bosnia-Herzegovina, Montenegro).

In one republic (Slovenia) it can be introduced for employment purposes, while in another republic (Macedonia) in cases when it enables the employment of two workers on one part (job sharing), who need such an arrangement due to personal or other reasons (e.g. child care).

This form of work is not envisaged exclusively for women so men also can make use of it. A special legal condition in such cases is that such work is possible on certain posts if the workers agree to that or it is their wish, and that the work organization in its enactments has elaborated criteria for personal incomes. It is necessary to mention that the Associated Labour Act stipulates that a worker who works at least half of the full working hours, enjoys all the rights and obligations as a full-time worker, or he exercises them in the proportion which depends on the length of working hours, his contribution to the work and results of labour.

In addition to this form of part time work, the situation is still more or less the same in the case of mothers or workers (male or female) caring for a small child. There are differences in the length of the time and in the treatment of shorter working hours for the purpose of child care as full or part time work, with a view to the scope of rights the worker enjoys on account of labour.

In Bosnia-Herzegovina a women worker can work half of the working hours until the child reaches 5 years of age if she so wishes. Such shorter working hours are considered full working hours, except for the right to full salary.

In Montenegro, Croatia, Serbia, Slovenia, in Kosovo and Vojvodina, a worker can work half of the full working hours until the child reaches 3 years of age, if the child, according to the opinion of a medical board needs maternal care in view of its general health. This work is considered full time work, and the worker is entitled to half of her personal income, and to appropriate compensations under health care regulations.

In Serbia (according to law) and in Kosovo (under self-management enactments) a worker - parent, i.e. adopted parent of a child up to 5 years of age, and a female worker older than 45 years, have the right to work, i.e. to establish a labour relationship with at least half of the working hours.

In Slovenia, a female worker can, owing to the needs of the child (the age of the child is not a condition) start working half of the full working hours under the conditions set forth in self-management general enactments, in addition to the possibility to work half of the working hours until the child is 3 due to medical reasons, but this work is not considered full time work, and she exercises all rights (including those under retirement insurance) in proportion to the hours of work.

We should also mention that the father of the child may exercise all the mentioned rights instead of a mother worker, if the parents so agree; in some republics this is applicable in all cases while in other (Serbia, Kosovo, Macedonia, Croatia) only in case the mother dies, abandons the child, or if she is prevented from exercising these rights for justified reasons.

The right of a female worker to equal compensation for equal work is guaranteed both by constitutional and statutory provisions, and there are no formal obstacles to its implementation. Nevertheless, normative solutions alone do not guarantee factual equality between men and women with regard to their income. Some statistical data and regional research show that the average personal incomes of women are lower than the average personal incomes of men by 10% and even 20 and more percent, or that within the family the income of women is 70.5% of the income of men. This difference may be explained by different professional structures according to sex, and the lower qualifications of women in general, the fact that women work in labour-intensive activities in which incomes on the whole are below average, then that they on the average perform easier work, will not work on corresponding and even better paid posts, that their readiness to accept risk related to the post differs, and they to a greater extent opt for posts with less possibilities for promotion.

It is considered that the mentioned reasons point to general problems in exercising the principle of "equal compensation". If we know that the mentioned differences in personal incomes are a result of evaluating the results of labour according to predetermined objective criteria and as such in keeping with ILO Convention No. 100 on equal remuneration to men and women for work of the same value, it is necessary to look into the notion of "work of the same value" and the problem of comparability of the data on the basis of which there arise statistical differences in income. There are, in fact, opinions that it is not a question of inequality of men and women with regard to personal incomes, but rather real inequality, the inaccessibility of all posts to women, and the standing of various economic branches due to differences in natural, development or market conditions.

(Ad article 11, para 2)

All the rights listed in the 1983 Report are still in force. After 1983, the laws of some federal units introduced some new rights, particularly the extension of maternity leave to a year and the additional extension of maternity leave for parents with a disabled child. The possibility has been introduced for shorter working hours, the possibility of leave of absence from work with abeyance of rights owing to child care. The aim of extending this right was, besides care for the interests of the child, to address the unfavourable natality trends, i.e. the high drop of natality in certain parts of the country.

In 1987 Yugoslavia ratified by a law ILO Convention No. 156 on equal possibilities for male and female workers with family obligations. In the consultations and preparations for adopting the Convention, with the republican and provincial authorities for labour, with the Council of the Trade Union Confederation of Yugoslavia, the Chamber of Economy of Yugoslavia and other concerned organs and organizations it was assessed that our regulations already provide for a higher level of protection of workers with family obligations than that stipulated by the Convention.

The constitutional provisions ensure the protection of all citizens under equal conditions against any form of discrimination, including discrimination on the grounds of family obligations. Appropriate provisions of the Constitution provide for the special social protection of mothers, children and the family.

In spite of the great efforts of society to ensure legal and actual conditions for the equality of women in practice in the area of welfare policy, the present economic crisis has explicit unfavourable implications. The restrictive economic and insufficiently selective welfare policy, particularly in the area of health, education, social and child

care is starting to jeopardize the main achievements of society. Here too there arise narrow economic attitudes proceeding from the stand that a transformation of relations must be made through the balance of personal and collective consumption,i.e. through raising the reproduction costs of households, all this affecting the position of women. Such tendencies are present also in the tax system and tax policy, which is socially insufficiently differentiated, in the field of housing construction and in the financing of some public standard services.

The following paragraphs list the new rights and give more detailed explations of the programme in the area of child welfare and social standard which should make it possible for parents to harmonize their family obligations with their work obligations and participation in public life.

(Ad Article 11, para 2, item a)

A labour relationship may be terminated against the will of a male or female worker only exceptionally for reasons specified by law. The law, among the reasons for terminating a labour relationship, does not include pregnancy or marital status. Firing from work on these grounds is illegal. In cases of the illegal termination of a labour relationship, the worker is entitled to seek from the enterprise and in court proceedings reintstatement and damage claims. In 1984 Yugoslavia ratified by a law ILO Convention 158 on the termination of a labour relationship at the initiative of the employer, which prohibits the termination of a labour relationship on the grounds of marital status, family obligations, pregnancy, maternity leave.

(Ad article 11, para 2, item b)

Paid maternity lasts, according to the labour laws of the republics and autonomous provinces: 180 days in Montenegro, Croatia and Kosovo, 270 days in Serbia and Macedonia, and 365 days in Bosnia-Herzegovina, Slovenia and Vojvodina.

When under republican and provincial laws maternity leave lasts less than a year, a worker is entitled to work half of the full working hours when she so requests. Compensation of personal income under the laws of the republics and provinces during maternity leave ranges from 100% of the personal income of the worker, with regular valorization according to the growth of personal incomes in the work organization during the last three months (earlier it was for the previous year). In Croatia, Slovenia and Serbia workers with disabled children and twins are additionally entitled to longer maternity leave. In Serbia in 1986 it was legally stipulated that workers with disabled children were entitled under pension and disability insurance, to prolong maternity leave until the disability of the child lasts, up to the fifth year of the child at maximum.

Proceeding from the stand that child care is the joint right and duty of both parents, laws on labour relations provide that the father of the child, i.e. the person caring for the child is entitled to certain of the mentioned rights and forms of protection.

Male and female workers are entitled to leave and paid personal income when they cannot work because they are caring for an ill member of the immediate family in keeping with the laws on health insurance.

In addition to maternity leave, the laws of the republics and provinces lay down the right to part time work until the child is 3 or 5 years old, or to absence from work and the abeyance of rights on the basis of labour until the child is 3 or 5 years old.

During maternity leave a worker is entitled to all rights on the grounds of health and pension-disability insurance, and other social rights in the same extent as when she works.

In order to ensure practical employment opportunities and possibilities for work and participation in public life for women, the social community, self-management interest communities and organizations of associated labour, pre-school and school institutions organize programmes of social feeding for workers and children, organized care for preschool and school children when the parents are at work, etc.

Social feeding for workers is organized in virtually all larger enterprises, which provide a warm meal for workers free of charge or at subsidized prices*. Workers in smaller enterprises and plants which are not in the position to set up facilities for preparing food do not have meals at work, but they provide cold meals or coupons. According to the Trade Union Confederation of Yugoslavia which particularly sees to the social standard of workers, about 95% of the employees in industry and production branches are provided with warm meals, free of charge or against very low costs.

Preschool children attending kindergartens eat breakfast, lunch and a snack there. School children have a snack at school and in a growing number of primary schools in cities lunch as well. Currently, the feeding of secondary school pupils and students of higher and high educational institutions poses the greatest problems, as possibilities for organizing meals do not exist everywhere. Students´ feeding is subsidized from social funds.

Care for children while parents are at work is provided by kindergartens for preschool children, set up and supervised by the social community. Kindergartens provide care and educational activities according to special programmes adapted to the age of the children. Even though in recent years they have intensively developed and the network of these institutions has considerably expanded, the overall situation is still not satisfactory particularly in milieus with a large percentage of employed women, where the demand by far exceeds the existing supply of capacities.

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* 4% of the total income generated in the country is allocated for these purposes.

In addition, given the present economic circumstances, due to the growth of food prices and other costs, the communities for child care are not in a position to compensate for the fast growth of costs of accommodating children, this resulting in a rise of the costs of services and increasing the participation of the parents. The increased participation costs of parents leads to the taking children out of the institutions by worker families with low incomes. On the other hand, the institutions are forced to take in the children of parents who can pay the services, this changing the social structure of the children. In certain places the lower utilization of capacities raises business operation costs, this affecting the quality of the services provided, the position of those employed in them, etc. In this way, expensive institutions are almost out of the reach of families with low incomes. This is why various forms of monetary assistance are provided for these families, and their children taken in free of charge, and free of charge meals provided for them in schools.

Of the total population of children aged from one to seven years, creches and kindergartens covered in 1981: in the SR of Slovenia 40.6%, in the SR of Croatia 36.2%, in the SR of Serbia 35%, in the SR of Macedonia 17.4%, in the SR of Montenegro 15.6%, in the SR of Bosnia-Herzegovina 5%, in the SAP of Vojvodina 20.9%, in the SAP of Kosovo 4%, with this coverage in 1986 being as follows: SR of Slovenia 49.1%, or about 76.593 children, SR of Serbia about 27-30%, or 140.000 children, SR Bosnia-Herzegovina 6.71%, SR Croatia 51.0%, SR of Macedonia 26.8%, SR of Montenegro 8.71%, SAP of Vojvodina 25% or 49.804 children. From a total number of 92.000 places in these institutions in 1970, the number rose in 1985 to 401.000 places, i.e. by more than four times. Resources for these institutions rose from 23.000 million dinars in 1981 to 103.400 million dinars in 1985.

On the basis of these data it is evident that the number of children covered by direct child care considerably differs by region and is far below the needs of the employed parents. Parents in new urban developments encounter special difficulties. This has, of late, been compounded by measures for restricting non-economic investments, which has slowed down the construction of new facilities.

Other forms of direct child care, as extended day care in schools or whole day care at primary schools, the rehabilitation and recreation of children, school kitchens and other forms have been recording, particularly in recent years, a slow decline mainly owing to the increasing payments of parents for the use of these forms of care. Particular attention is drawn to this in Vojvodina.

Particular attention is devoted to the upbringing and protection of preschool children with serious mental or physical handicaps, to their rehabilitation and vocational training.

In addition to socially organized feeding and care for children, work and care for the family is facilitated for the parents by organizing transport to and from work, and organizing primary health care for them in larger work organizations, schools and kindergartens, all this giving them more time for the family.

(Ad article 11, para 2, item d)

Republican and provincial laws on labour relationships and laws on safety at work lay down the rights and measures for the protection of all female workers and special rights and measures for the protection of workers during pregnancy, while breastfeeding and until the child is 5 years of age. The general protection of all workers (female) includes the prohibition to work at posts entailing particularly hard menial labour, underground or underwater work and other jobs which could have a harmful effect or increase risks and affect the health and life of women, in view of their psycho-physical characteristics.

The special protection of women during pregnancy is regulated by the law on labour relations of Croatia, listing the jobs and other tasks which cannot be done during pregnancy, and the right of the pregnant worker assigned to another job to the personal income which is more favourable for her. The laws of Montenegro and Vojvodina stipulate that the worker, during pregnancy or if she has a child up to 2 years old, cannot be assigned to a job in another place of residence.

In keeping with the provisions of all laws, work organizations are obliged specifically to list in their self-management encatments the jobs prohibited for pregnant women.

All republican and provincial laws completely prohibit night and overtime work for pregnant women, without exception.

Federal and republican laws prohibit work with sources of ionizing radiation for pregnant women.

(Ad article 11, para 3)

In connexion with special protective legislation for female workers, discussions are in course about the degree to which protective legislation adversely affects equal opportunities for employment and promotion at work.

Proceeding from the fact that regulations in the country provide for the protection of all workers who work at night, and the high level of protection of female workers in the case of pregnancy, birth and maternity and the fact that at the international level and in many countries the conditions have been created to address the issue of prohibitting night work for women in a more contemporary manner, Yugoslavia will strive for the revision of ILO Convention No. 89 on night work of women employed in industry (revised), or for the adoption of a new ILO instrument. Yugoslavia is in favour of the protection of women being regulated basically in the same manner and on the same principles as the protection of men, taking into account the protection of her reproductive function. The issue of restricting night work in the case women would be dealt with in a more complex manner, pursuant to ILO declarations on equal opportunities and the treatment of women and on the basis of appropriate documents of conferences of non-aligned and developing countries, as well as of the World Conference of the UN Decade for Women in Nairobi. All this aims at preventing this form of the protection of women from becoming a restrictive factor for exercising her right to work.

(Ad Article 12, para 1, ind. 2)

The SFRY Constitution, the constitutions of the republics and provinces guarantee health care to all citizens - the national health care system. All health services are free of charge and the citizens contribute only a minimum share for the services and medicaments. Women are as a rule completely exempted from participating in the costs of health services connected with pregnancy and its complications, childbirth as well as with complications after childbirth. The same applies to medically indicated abortions, and for women up to 19 years old who are not employed for all abortions. Girls-pupils of secondary schools and students do not participate in the costs of contraceptives.

The number of units for women´s health care increased from 984 in 1982 to 11,233 in 1986. The number of visits to gynecology clinics, maternity centres and family planning guidance clinics increased from 8,920 thousand in 1982 to 9.502 thousand in 1986; as of 1984 there has been a decline in the number of visits by pregnant women (due to the falling birth rate) from 497,000 to 476,000 and the number of visits to gynecology clinics increased from 2,641,000 to 2777,00 and to family planning guidance centres from 342,000 to 380,000.

The health condition of women is influenced by other factors in addition to the availability of free health services based on the national health care system. These include the general pollutedness of the environment and the sharp decline in the living standard owing to the economic difficulties of the country. This leads to a deteriorating quality of food intake, an increasing number of abortions and diseases, in particular of: neoplasms, diseases of the nervous system, blood diseases, diseases of the blood making organs, of the circulatory system (all these diseases increased from 1984 to 1986). Diseases and conditions which are consequences of complications attending pregnancy, childbirth and puerperium decreased in the period from 1984 to 1986 from 101,393 to 87,904 in 1985 and to 83,784 in 1986.

The complications decreased in number, both those connected with pregnancy and those attending childbirth and abortions but the reduced number of complications is also associated with the fall in the number of live births, namely from 377,383 in 1984 to 359,626 in 1986.

(Ad Article 13)

Already in the Introduction we mentioned that the federal, republican and provincial constitutions guarantee equal rights, freedoms and duties to all citizens irrespective of sex. Women enjoy all rights as men in connection with family benefits. Women have the right to use bank, housing and other credits under completely equal conditions as men.

There exist no formal or practical obstacles to the inclusion of women in sports and cultural activities.

(Ad Article 1, para 1 and para 2, Item A)

The Initial Report provides general information on the status of rural women and stresses the enormous share of women in the agricultural population, both in the structure of the economically active population as well as in the provision of the family´s livelihood.

To complement this information we should also like to mention the following efforts exerted in the country with a view to improving the status of women:

Article 61 of the SFRY Constitution is of particular significance for the status of women as it stipulates that the work of a farmer and the members of his household with means in private ownership constitutes the basis of their self-management status in socio-economic relations. That means that a wife, children or other members of farming households even if they themselves do not own the property enjoy all the labour-based rights as the property holder himself. Thus, for example, they may join various types of farmers´ associations (such as cooperatives, associations with enterprises). In the case of farmers´ cooperatives, any member of of the household

may become a member of the cooperative and not just the owner of the land. As members of the cooperative, they participate in the distribution of joint profits in proportion to their labour input. That is important for women because their personal labour in agriculture is recognized as a basis for entitlements deriving from such labour for property holders, and which are practically the same as those of women workers in associated labour organizations using socially-owned resources.

Amendment XX the SFRY Constitution, from 1988, lays down that farmers, i.e. all persons farming the land, may associate their labour and pool their land and/or other resources within farmers´ cooperatives and other types of farmers´ associations (organizations of contract farmers, cooperative communities, institutional and non-institutional forms of farmers´ associations), or with workers in organizations of associated labour. The mentioned constitutional amendment in the area of farmers´ associations is envisaged to give practical effect to the socio-political commitments contained in the Long-Term Programme of Economic Stabilization, those advanced at the 13th Congress of the League of Communists of Yugoslavia, in the 1987 SFRY Assembly Programme of Measures to Curb Inflation. Their essence is that the emphasis of development policy should be on the creation of conditions for the faster development of the agro-industrial complex relative to the development of the other sectors of the economy, that a more coordinated national agricultural policy is necessary, that it is necessary to increase the maximum land holding and to encourage the private and strengthen the cooperative sector, especially in agriculture. The strengthening of farmers´ cooperatives on the basis of various forms of their self-managing association, of pooling land and other resources, will contribute to the assertion of agricultural producers including women, by offering them much better opportunities for their fuller and broader inclusion in economic activities through various forms of cooperative organizations.

Such a status, inter alia, means a virtual negation of the patriarchal position of women which was the root cause of her personal and social subordination.

The right to self-management and within that framework the right to adopt and implement development plans is exercised by men and women farmers through their involvement in the self-management processes in farmers´ cooperatives and in other types of individual producers´ associations, as well as in their local communities, in self-management communities of interest and socio-political communities.

The participation of women farmers in social and political life is evident but it still lags behind that of men. Their activities in self-managing organs of cooperatives are also increasing but, on the whole, still insufficient. Even less satisfactory is the participation of women in the management bodies of farmers´ cooperatives and other association forms. The involvement of associated women farmers in self-managing and social life is realized in some places through women farmers´ local chapters.

The SFRY Constitution and the regulations based on it constitute a basis for the efficient development of the productive and self-managing organizing of farmers and thereby a basis for the promotion of agricultural production in both the private and the social sectors, and all this significantly influences the social status of farmers as well. The positive changes are also reflected in the status of rural women. However, their status also depends on the level of development of a given region as well as on whether it is a plain or a hilly & mountainous region. Namely, the status of women in the hilly and mountainous regions is generally more difficult. In those regions the man as a rule owns the land, although he often works in the industry or may have gone to work abroad. It is the head of the household that establishes cooperative relations while the work is done by the woman who also bears the brunt of the household duties. Under such circumstances young

people, especially young women, tend to leave the village in search of education and employment in other branches.

(Ad Article 14, para 2, Item C)

In the period after the Initial Report significant changes related to the retirement and disability insurance of farmers have taken place.

Proceeding from the principle that farmers have the same status as workers in associated labour, provided that they pay contributions on the income earned, being thus guaranteed the right to not only health care (the national health care system) but also to retirement insurance and other social security rights, the Law on Basic Retirement and Disability Insurance Rights (applied as of July 1, 1983) stipulates uniform retirement and disability insurance for workers in associated labour and other working people. Thus, by the mentioned federal law, associated farmers (owners, and members of households who have pooled their labour, resources, land, instruments of labour or other resources in their ownership within farmers' cooperatives or other types of association) as well as contract farmers have been covered by compulsory insurance for the first time.

For farmers who do not have the status of associated farmers the federal law envisages the possibility of their material and social security within the retirement and disability insurance system being ensured in keeping with republican and/or provincial laws. In this context the federal law provides for the possibility of introducing compulsory or voluntary insurance for such individual farmers. Thus, according to the existing retirement and disability insurance system compulsory insurance covers all associated farmers. In most of the republics and/or autonomous provinces other farmers also are covered by compulsory insurance schemes.

The changes in the federal and republican/provincial legislation have abolished the previous superannuation insurance scheme for farmers which was based on the principle

"one household-one pension". This insurance was based on ownership. Women who were not owners were not insured or could have been insured in some republics only, on the basis of the spouses´s insurance. The new compulsory insurance system is no longer based on ownership but on labour. It applies to all farmers insured on a compulsory or voluntary basis irrespective of sex and has influenced very favourably the position of women farmers and of rural women in general.

The insurance of associated farmers covers the same range of rights as those enjoyed by workers in associated labour organizations (they are not entitled to early retirement) while farmers who do not have the status of associated farmers are entitled to old age pensions, disability and survivors´ pensions.

The changes in retirement and disability insurance contribute to the greater material and social security of all farmers, including women, and thereby to their fairer position in society. It should be mentioned, however, that there exist some problems in the actual implementation of legal regulations. Namely, practice shows that despite the principle of compulsory insurance women farmers often do not take out insurance. They consciously opt for the status of a housewife so as to rid themselves of the obligation of paying contributions. The incomes of a household are often so low that they are unable to pay insurance contributions for a number of persons.

Within the social security system associated farmers are entitled to social assistance for children, to a one--time lump sum aid, to temporary financial assistance, to grants from pooled resources, etc.

(Ad Article 14, para 2, item D)

In recent years the coverage of rural girls by education in secondary, post-secondary and higher schools of learning has almost been equalized with that of boys and young men. The number has risen considerably of girl pupils in secon-

dary agricultural schools where they account for 41% of all pupils. At faculties of agriculture women acount for 39% of the total number of students, at faculties of veterinary sciences for 34%, and at faculties of forestry for 30%.

Adult education programmes are equally accessible to all farmers regardless of sex. In addition, their education and functional training is also taken care of by the bodies (cooperative, self-managing, etc.) of associated farmers (specialized lectures), by women farmers' local chapters and by advisory services.

(Ad Article 15)

Complete information has already been furnished, in the Initial Report. That Report contained thorough information on family legislation which is based on the constitutional regulation of marriage and marital relations as well as on the constitutional principle that the family enjoys social protection.

More important changes in family legislation in Yugoslavia took place after 1974 and the latest change i.e. the codification of family legislation occurred in 1984 in SAP Kosovo. In the assemblies of some of the republics and/or autonomous provinces the legislation in force is subject to periodical analysis in terms of its implementation. In this report we shall furnish some additonal data i.e. illustrations to complement the replies to the questions put to the Yugoslav delegation on reviewing the Initial Report.

The family legislation in force gives practical effect to the principle that marriage is to be treated primarily as a union based on the free will and equality of both partners. Its social character lies in the character of the founding of a family. The 1980 legislative changes proceeded from the recognition of the need to enhance the care of children by society.

The laws of all the republics and autonomous provinces set 18 years as the minimum age limit for marrying. Exceptionally, minors under 18 may marry but only with the ap-

proval of the social welfare bodies and in some republics this necessitates a court decision. The minimum age limit has not been set for such cases. Analogously to legislative arrangements elsewhere, the age of 15 is considered, although statistical data indicates that marriages have been contracted even under the age of 15, but these are isolated instances in regions where customary law still prevails. In 1987 only four such cases were registered.

(Ad Article 16, Item C)

In addition to the information given in the Initial Report, in view of the importance of the questions put on the occasion of the defence of the Report, we should like to adduce the following:

The principle of equality between the wife and the husband in a marital union equally applies to divorce. According to all republican i.e. provincial laws the wife can file for divorce on the same grounds as the husband.

Divorce can be on the basis of mutual action, i.e. agreement between the spouses or of divorce grounds i.e. untenability of the marriage. The objective of divorce proceedings in such cases is not to establish which party is to blame for the divorce but rather whether and to what extent the marriage has become untenable. Although the concept of marriage untenability has not been legally defined it does not cause any problems in judiciary practice. When the marriage does not make sense any longer owing to incompatibility, mutual hatred, quarrels and similar than divorce is the only way out.

In the case of divorce by mutual consent the spouses themselves are to agree about the upbringing, custody and maintenance of the children.

In the case of divorce proceedings before the court, it will, based on the opinion of the competent social welfare agency, decide who will have custody of the child and other particulars regarding maintenance and so state in the ruling. The overriding consideration in this process will be the interests of the child. According to judiciary practice the age

of the child, its health condition as well as the parents' circumstances are especially pertinent. In addition to their financial standing, also important are e.g. the housing conditions of the divorced parents. Also, according to judiciary practice, the fact that one of the parents is living out of wedlock is no grounds for not being granted custody of the child, since in- and out-of-wedlock unions have been made equal.

A still very topical issue is whether women have priority to custody of the child in the case of divorce. In Yugoslav judiciary practice the opinion prevails that a small child should be given to its mother and only exceptionally to the father. However, there are views that this stereotypical cast of roles should be changed. Proponents of such views stress that the actual capacities and means of both father and mother should be considered and only then a court decision taken, always proceeding exclusively from the interests of the child.

In exceptional cases, custody of the child can also be granted to a third party or an institution (for instance the institute for the training of handicapped minors in cases when the parents have been divested of their parental right because of alcoholism, lengthy absences etc.).

(Ad Article 16, Item D)

The right to parenthood, the substance of which has been described in the Initial Report, is exercised by the parents jointly and on the basis of agreement. They are equal in all rights and obligations. In the period covered by this report there have occurred no changes in the regulations governing this area.

(Ad Article 16, Item E)

On reviewing the Initial Report specific questions were put regarding family planning in Yugoslavia. In view of them and of the renewed importance being attached to the issue of population development and family planning in our country over the last three years, we shall furnish some ad-

ditional information in this report, encompassing also family planning aspects from Articles 5 and 12 of the Convention.

In 1987, at the initiative of the SFRY Assembly an Analysis was made of the implementation of the 1969 Federal Assembly Resolution on Family Planning. This Resolution charted the policy of long-term family planning proceeding from the principle of free decision-making on the number of children as a basic human right confirmed also in the SFRY Constitution, the objective being for children who are born to be wanted children.

The competent specialized, educational, welfare and health services were entrusted with the task of creating the necessary conditions for the practical implementation of this principle. It was stressed in the Resolution that family planning could not be identified with the population policies pursued in some other countries of an either pro-natality or anti-natality nature. Namely, family planning should not only deal with quantity i.e. be oriented to a larger or smaller number of children, but it should promote the humanization of interpersonal relations, the freedom and responsibility of every individual and of every parent in their attitude to the law of biological reproduction. The Resolution proceeded from the idea that when deciding on his social status man should also decide on his personal and family life. Decisions on bringing children into the world should be coordinated with the social development of the community. The objective and programme orientation of the Resolution was an active population policy which, as an integral part of socio-economic policy, should be consonant with comprehensive development measures and not only with those directly or indirectly targetted to fertility.

The mentioned Analysis of the implementation of the Resolution has shown that since its adoption to date numerous socio-political, health, welfare, regulatory, educational and information activities have been undertaken, which, observed on the whole, have promoted an awareness of the right to a free choice of the number of children, of a responsible, planned and wanted parenthood.

Republican and provincial legislation governing areas of direct or indirect bearing on family planning has been improved in the fields of health, social security, family relations, labour relations, education and upbringing.

Within the framework of its overall development, the health service has registered noteworthy results in the area of family planning in terms of preventing unwanted and creating conditions for wanted parenthood. The development of a network of facilities and of staff in the field of womens´ health care, health care for children and youth, and the active role of the health service have raised health educational levels and increased the accessibility of health services: there is an increasing number of examinations of pregnant women, of family planning centres users, of medically supervised deliveres, of examinations in childrer´s health care clinics, all these having contributed to lower maternal and infant mortality rates.

The network has been increased of centres for social work and of institutions for social child care and the number of children covered by direct child health care has grown.

Efforts have been exerted to make education on humane relations between the sexes and on desired parenthood an integral part of educational programmes for children and youth of all ages.

There has been a constantly growing interest in and contribution to scientific research work in the area of family planning on the part of various agencies, institutions and specialists.

The adoption and implementation of the SFRY Assembly Resolution on the basic thrust of social action to promote the socio-economic status and role of women in the socialist self-managing society and the SFRY Assembly Resolution on the principle of the policy of the development of public health care, as well as the resolutions adopted in the republics and provinces on family planning and on the reproduction of the population have all contributed to the attainment of these results.

Still, observed on the whole, and in the context of the implementation of the Resolution over a number of years, the results achieved are diminished considerably by the fact that they vary greatly, both by region and in terms of the respective contributions of the various responsible factors implementing the Resolution´s measures and activities. The effects of the activities of the health, educational, social, information and scientific-research sectors which the Resolution indicates as the chief protagonists of this effort, would have indubitably been much greater had they given greater emphasis and priority, within their development, to family planning activities and had they ensured comprehensive, continuous and synchronized action, with a more rational use of the available material resources. Thus the accomplished results did not fully justify the expectations from the Resolution, especially not from the regional standpoint and from the aspect of their impact on population development, this entailing undesirable demographic, economic and social consequences.

These problems are particularly reflected in the large regional differences in population reproduction, and, in the year when the mentioned analysis on the implementation of the 1969 Resolution was presented to the Assembly, namely in 1987, the prolonged tendency of a declining birth rate continued. In contrast to 1969 when the average natural birth rate in Yugoslavia was 9.6 pro mille, in 1987 it fell to 6.1 pro mille. In areas with a low natural birth rate, i.e. in SR Croatia, SR Serbia outside the territories of the provinces and in SR Slovenia, natural birth rates in 1969 ranged between 5.4 and 9.8 pro mille and in 1987 between 1.3 and 3.4 pro mille. In SR Bosnia and Herzegovina, SR Montenegro and SR Macedonia, in 1969 natural birth rates were between 15.3 and 16.9 pro mille and in 1987 between 9.2 and 11.6 pro mille. The population of Kosovo, despite the downward tendency (29.9 pro mille in 1969) retains an exceptionally high natural birth rate of 24.7 per thousand in 1987. The opposite is registered in the other Yugoslav autonomous province where the natural birth rate was

only 3.3 per thousand already in 1969, to become, in 1987, even negative for the first time - 0.3 pro mille.

The low birth rates characteristic of the majority of Yugoslavia´s population are below the level necessary for the simple reproduction of the population and are gradually leading to a marked ageing of the population. On the other hand, the explosive population growth in some parts of the country creates problems on the other end of the age pyramid - a constant growth of young generations in the total population.

The identification of these trends within the mentioned analysis and of their far-reaching consequences for the overall socio-economic development of the country motivated the SFRY Assembly to prepare a new Resolution on the principles of the policy of the development of the population and on family planning, which would link into a unified whole family planning as the right of the individual to freely decide on the number of children, his responsibility and the responsibility of the social community for rational population reproduction, and make them components of overall social and economic development. This Resolution is expected to be adopted during 1989 and to create a basis for numerous synchronized activities of all competent bodies and services in the republics and provinces with a view to ensuring simple human reproduction in the interests of the welfare of the family and of society in general.

In brief, the principles and directions of action envisaged in the proposed Resolution would be following:

- ensuring in the period ahead a uniform development of the population, both across the various regions and within them;

- mindful of health, social and other considerations in the interest of the individual, the family and of society, in pursuing this objective the target in all regions should preferably be a family with two to three children;

- the realization of this objective should be envisaged in socio-economic development plans and stimulated through numerous socio-economic policy measures;

- these measures should in particular contribute to the birth of a second and third child in regions with low birth rates, and in those with high birth rates towards the gradual decrease of these rates and the same objective of a two to three children family, with full respect of the general principles of the World Health Organization and other specialized international organizations. These principles, inter alia, envisage that from the medical standpoint the best time for childbirth is between the ages of 19 and 25, that the spacing between children should be at least two years, that having a fourth and further children can be detrimental to maternal and infant health.

One should stress in particular that that the measures envisaged in the draft Resolution do not bring into question the principle of free decision-making on childbirth as a fundamental, constitutionally stipulated human right and that these measures are primarily of a developmental - preventive and educational nature and involve numerous factors for their implementation in the areas of health, social security and child care, education and upbringing, information and publishing activities as well as from the scientific establishment, with the full support of socio-political communities and socio-political organizations and their competent bodies and services.

(Ad Article 16, Item G)

As already stated, legislation proceeds from the principle that marriage is a relationship on an equal footing between two free people who are duty-bound to contribute to the establishment of a new union and later on a family. Equality implies the free choice of professions and occupations of the marital partners. The partners are under the obligation to share in the maintenance of the family in keeping with their possibilities.

Equality as regards the choice of a personal name has been described in the first report.

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Submitting this report on the implementation of the Convention, the Government of Yugoslavia expresses its readiness for further discussion and openness to suggestions in connection with the policies and measures for promoting the status and role of women in the country.

It is aware of the actual achievements and limitations in the application of the Convention as well as of the social, material and subjective factors which eigher favourably or unfavourably affect the realization of the objectives of the Convention. It will however continue to exert every effort within its competences to ensure the best possible realization of those objectives.

Supplement I

EXPLANATIONS OF CERTAIN BASIC CONCEPTS TO FACILITATE UNDERSTANDING THE SOCIO-POLITICAL AND ECONOMIC SYSTEM OF THE SFRY

1. The Constitution determines social property as the expression of socialist socio-economic relations, as the basis of free associated labour and of the ruling position of the working class in production and in the whole of social reproduction, as well as the basis of personal property acquired through work serving to meet man's needs and interests.

2. The entire system of socialist self-management is based on associating labour and pooling resources within basic organizations of associated labour, set up in both production and services. It is the primary cell where workers, through a special agreement, associate their labour with socially-owned means of production and acquire rights and obligations of self-managers. According to the Constitution and Associated Labour Act, a basic organization of associated labour has to be a"natural whole" in the technological, economic and social senses. In the basic organization of associated labour workers make decisions directily, through referenda or through delegates and delegations. Apart from the workers' council, their management organ, workers in a basic organization of associated labour also elect delegations which, according to their guidelines, act in higher organizational and working bodies, local communities, self-management interest communities and in the assemblies of socio-political communities.

3. In Yugoslav theory and practice the point of departure is that work in social services is an integral part of all social productive work; social services contribute to the development of productive forces, of labour productivity and to greater material development in material production. The SFRY Constitution specifies the linkage between these two different spheres of social work as the free exchange of labour.

It is a form of the exchange of labour in fields in which market relations cannot be the basic form of exchange. The free exchange of labour is effected through self-management communities of interest, comprising the immediate users of certain kinds of services (citizens, working people and work organizations with needs in the fields of e.g. education, child care, health care and other) and workers from those self-management organizations which, by their activity, satisfy such needs (schools, educational institutions for children, hospitals and similar).

4. In addition to the basic organization of associated labour the local community is another basic cell in the socio-political system. While the first one is the basic cell where the working people organize themselves on a self-management basis according to their place of work, the local community is the basic cell where the working people and citizens organize themselves on a self-management basis according to their places of residence.

5. Delegates are members of delegations elected by the working people in self-management organization of associated labour, local communities and socio-political organizations. These delegations take part in the work of the assemblies of socio-political communities and for that purpose the delegates elect from among themselves delegates to the assemblies of communes, provinces, republics and the Federation. The delegates shall be bound to assume such stances as have been previously adopted on the part of their delegations of assemblies which elected them.

6. The delegats system is the basis upon which the assemblies (communal, provincial, republican and the federal) are constituted, i.e. on the basis of the joint delegations of work organizations, local communities and socio-political organizations. The delegate system makes the direct presence of the working people in the assemblies possible and precludes political opposition in decision-making on the part of separate groups and provides for the reconciling

of short-term and longterm interests of segments of society in general. Tho delegate system, as an institution of the political system, is a novelty and a special link between self-management and the state. It is a common principle permeating the entire socio-political system of Yugoslavia.

Supplement II

STATISTICAL INDICATORS

(A) Socio-political system and self-management

Table 1: Delegations and Members of Delegations for the Assemblies of Socio-Political Communities in 1986

	Delegations				
	Total	Social enterprises	Private producers	Emloyed in state and political organs	Local communities
Delegations whose members are elected	51,367	30,880	5,229	1,946	13,212
Other delegations[1)]	14,634	12,515	165	1,925	29
Members of elected delegations	444,539	255,374	45,701	17,093	127,371
- out of which women	107,322	87,111	2,479	6,399	11,333
Members of other delegations[1)]	203,986	175,528	2,732	25,285	441

1) In Yugoslavia all organizations of associated labour (socially owned public enterprises)and other organizations with over 30 workers elect their delegations to represent them through delegates in government and self-managements authorities at the level of social communities (their assemblies). Organizations with less than 30 workers do not elect delegations ("other delegations") but rather all workers act as a delegation.

Table 2: Delegates to Assemblies of Socio-Political Communities in 1986

	Total	Women	% of women
Assembly of the SFRY	308	48	15.6
Assemblies of the Socialist Republics (6)	1,478	286	19.3
Assemblies of the Socialist Autonomous Provinces (2)	434	106	24.4
Assemblies of Communes	50,743	8,670	17.1

Table 3: Delegates-Members of Workers´ Councils in 1985 and 1987

	OALs in which workers´ councils are set up				OALs in which workers´ council are not set up			
	Organizations/ communities	Delegates in workers´ council			Organizations/ communities	W o r k e r s		
		Total	Women	Youth		Total	Women	Youth
Total	31,273	460,507	143,454	44,719	6,829	122,024	55,878	12,789
Basic organizations of associated labour (BOALS)	29,775	441,816	142,375	39,156	6,315	157,428	53,079	10,929
	15,982	213,486	56,963	22,602	1,710	34,812	13,457	3,749
	14,335	139,794	53,141	18,765	1,427	29,627	11,898	2,776
Work organizations without BOALS	8,280	123,941	46,868	12,680	3,945	67,205	31,499	7,030
	8,958	133,469	51,621	12,526	3,918	67,647	32,089	6,770
Work organizations with BOALS	3,446	76,191	19,445	5,452	23	383	164	27
	3,202	70,969	18,478	4,731	6	98	43	13
Complex organizations of associated labour	295	11,619	2,064	790	3	52	22	7
	290	11,214	2,125	669	2	22	14	1
Work organizations	3,270	35,270	18,114	3,195	1,148	19,572	10,736	1,976
	2,990	32,370	17,010	2,465	962	60,034	9,035	1,369

Table 4: Business Executives, i.e. Presidents of Managing Boards in OALs in 1985 and 1987

	Total	Women	%
Total	37,942	2,335	6.2
	35,796	2,304	6.4
Basic organizations of associated labour (BOALs)	17,654	819	4.6
	15,684	768	4.9
Work organizations without BOALs	12,205	1,198	9.4
	12,835	1,285	10.0
Work organizations with BOALs	3,440	80	2.3
	3,179	77	2,4
Complex organizations of associated labour	297	4	1.3
	283	3	1.1
Work organizations	4,346	234	5.4
	3,817	223	5.8

(B) LABOUR, ECONOMY, EMPLOYMENT

Table 5: Workers-Women in Social Sector by Activities - 1983, 1985 and 1987

(in thousands)

	1983	%	1985	%	1987	%
Total workers in social sector	6.096,6	100	6.337,7	100	6.703,2	100
- women workers	2.249,0	36.89	2.409,5	38.02	2.603,3	38.84
Total workers in economic activities	5.052,3	100	5.293,7	100	5.558,6	100
- women workers	1.620,5	32.07	1.750,8	33.07	1.898,0	34.15
Total workers in non-economic activities	1.044,6	100	1.084,1	100	1.144,6	100
- women workers	628,5	60.17	658,7	60.76	705,2	61.61

Table 6: POPULATION BY ACTIVITIES AND SEX ACCORDING TO 1981 CENSUS

	TOTAL x)	FEMALE	%
SFRY - TOTAL	22.424.711	11.340.933	50.6
ACTIVE	9.870.745	3.754.229	38.0
PERSONS WITH PERSONAL INCOMES	1.870.171	931.935	49.8
SUPPORTED	10.520.241	6.574.221	62.5

x) The sum of active persons with personal incomes and supported persons is not equal to the number of total population but reduced for the number of persons who replied "Born abroad" and "Unknown" to the question: "Occupation before leaving the country" which concerned persons temporarily employed abroad and their families who live with them abroad.

Table 7: SHARE OF WOMEN IN THE TOTAL NUMBER OF EMPLOYED IN SOCIAL SECTOR

Year	% of total number of employed are women
1945	26.8
1954	24.2
1964	28.7
1974	33.8
1975	34.0
1976	34.4
1977	34.5
1978	34.8
1979	35.1
1982	36.5
1983	36.9
1984	37.4
1985	37.6
1986	38.3
1987	38.8

Table prepared on the basis of the "Official Gazette of the SFRY - 1987" (105-3 and 105-4 pp. 135-137)

Table 8: SHARE OF WOMEN IN THE TOTAL NUMBER OF EMPLOYED IN THE SFRY

- in % -

	1979.	1982.	1984.	1986.	1987.
T O T A L	35,1	36,5	37,4	38,3	38,8
Economic activities	30,1	31,7	32,6	33,6	34,1
Non-economic activities	58,3	59,8	60,5	61,3	61,6
Industry and mining	34,3	35,1	35,8	36,9	37,3
Agriculture and fisheries	22,8	25,5	26,3	26,7	26,8
Forestry	9,4	10,1	10,4	10,9	11,4
Water management	9,8	10,7	10,9	11,1	10,8
Civil engineering	7,8	8,8	9,5	9,8	10,3
Transport and communications	13,7	14,2	15,0	15,6	16,1
Trade	46,3	48,1	48,6	49,9	50,5
Catering and tourism	60,1	60,7	60,4	60,3	60,3
Crafts	17,1	18,3	19,4	19,9	20,7
Housing and public utilities	17,7	18,3	18,4	17,8	17,8
Financial and other services	49,8	50,8	51,1	50,9	51,6
Education and culture	53,0	53,5	53,9	54,4	54,7
Health and social welfare	74,5	75,7	75,8	75,8	76,0
Socio-political communities and organizations	47,5	49,7	50,8	51,8	52,1

Table prepared on the basis of the "Official Gazette of the SFRY-1987" (105.3 and 105.4, pp. 135-138)

Table 9: SHARE OF WOMEN IN TOTAL NUMBER OF EMPLOYED IN SOCIAL SECTOR ACCORDING TO REPUBLICS AND PROVINCES

- in % -

Republic - province	1976.	1978.	1982.	1983.	1984.	1986.	1987.
Bosnia-Herzegovina	29,1	30,1	32,3	32,6	33,3	34,6	35,5
Montenegro	31,0	31,8	33,5	33,8	34,5	35,8	36,8
Croatia	38,3	38,5	39,8	40,3	40,7	41,2	41,7
Macedonia	29,5	29,6	32,8	32,7	33,6	34,9	35,5
Slovenia	43,4	43,6	45,3	45,0	45,5	45,9	45,9
Serbia	32,0	32,4	-	-	-	36,2	36,9
- Serbia proper	32,4	32,8	34,0	34,6	35,9	37,2	37,9
- Kosovo	20,4	20,6	21,1	21,1	21,3	22,3	22,6
- Vojvodina	34,3	35,0	30,4	36,8	37,5	38,7	39,3
The SFRY	34,5	34,9	36,5	36,9	37,4	38,3	38,8

Table 10: WOMEN-WORKERS IN SOCIAL SECTOR BY BRANCHES OF ACTIVITY IN 1983, 1985 AND 1987

(in thousands)

	1984	%	1986	%	1987	%
Total	2.249,0	100	2.2409.5	100	2.603,2	100
In economy	1.620,5	72,5	1.750,8	72,66	1.898,0	72,91
- Industry and mining	840,1	37,35	919,9	38,18	1.010,1	38,80
- Agriculture and fisheries	56,2	2,50	60,6	2,52	65,5	2,52
- Forestry	6,8	0,30	7,2	0,30	7,8	0,30
- Water management	2,1	0,09	2,1	0,09	2,2	0,08
- Civil engineering	54,9	2,44	55,6	2,31	59,8	2,30
- Transport and communications	61,3	2,73	67,2	2,79	72,8	2,80
- Trade	301,5	13,41	315,9	13,11	336,7	12,93
- Catering and tourism	133,5	5,94	141,3	5,86	147,6	5,67
- Crafts	33,9	1,51	36,0	1,49	39,5	1,52
- Housing and public utilities	21,7	0,96	23,4	0,97	22,3	0,86
- Financial and other services	109,6	4,87	122,9	5,10	134,6	5,17
- Education and culture	226,4	10,07	231,7	9,62	242,1	9,30
- Health and social welfare	265,2	11,79	284,2	11,89	311,5	11,97
- Socio-political communities and organizations	135,7	6,03	14 ,6	5,88	150,4	5,78

Table 11: TRENDS IN THE EMPLOYMENT OF WOMEN BY BRANCHES OF INDUSTRY AND MINING 1983-1987
(in thousands)

	1983	1984	1985	1986	1987
Electric power industry	11,7	12,1	12,4	13,2	13,5
Coal production	4,6	4,9	5,4	5,8	5,9
Coal processing	0,4	0,4	0,4	0,4	0,5
Oil and gas production	0,8	0,7	1,0	1,0	1,0
Oil derivatives production	2,5	2,7	2,7	2,8	2,9
Production of iron ore	0,8	0,9	0,9	1,1	0,9
Ferrous metallurgy	7,6	8,0	8,5	9,3	9,8
Production of non-ferrous metals ores	2,7	2,9	2,9	3,0	3,0
Production of non-ferrous metals	2,4	2,8	2,8	2,5	2,7
Processing of non-ferrous metals	2,8	2,8	3,1	3,2	3,4
Production of non-metallic minerals	2,5	2,5	1,6	1,7	1,7
Processing of non-metallic minerals	18,2	18,5	19,1	19,7	20,1
Metal processing	53,1	54,4	56,8	58,1	58,6
Machine building	23,1	23,5	24,9	26,6	28,5
Production of transportation means	26,2	26,9	28,0	29,3	31,9
Shipbuilding	3,4	3,6	3,3	3,5	3,5
Production of electrical machines and apparatuses	67,0	68,7	70,8	75,0	76,7
Production of chemical products	13,7	14,0	14,9	15,9	16,8
Processing of chemical products	36,9	38,1	38,6	39,5	41,1
Production of stone and sand	2,0	2,1	2,0	2,1	2,2
Production of civil engineering materials	12,0	12,3	11,8	12,0	11,7
Production of sawn-wood and boards	11,7	12,0	12,5	13,0	12,7
Production of finished products of wood	38,6	40,6	41,7	42,9	44,9
Production and processing of paper	15,2	15,3	15,6	15,8	16,9
Production of yarn and textiles	84,5	86,4	89,2	91,6	93,4

Production of finished textile	189,6	203,8	222,3	237,5	254,6
Production of leather and furs	5,0	5,2	5,9	6,6	6,6
Production of footwear and fancy leather goods	67,7	73,5	80,1	88,5	93,4
Processing of rubber	10,6	10,9	11,5	11,7	12,0
Production of foodstuffs	73,4	75,3	77,5	80,1	83,9
Production of beverages	12,4	12,3	12,1	12,5	12,6
Production of animal feed	1,1	1,2	1,2	1,4	1,4
Production and processing of tobacco	9,0	8,8	9,4	9,6	10,0
Graphic activities	21,4	21,6	21,5	22,6	21,9
Recycling of raw materials	0,0	0,5	1,1	2,0	2,9
Production of various products	6,4	6,5	6,4	6,5	6,5

Table 12: YOUTH UP TO 27 YEARS OF AGE EMPLOYED IN SOCIAL SECTOR BY SEX 1985 AND 1986 (in brackets)

	Total	Male Youth	Female Youth
Total	1,199.520 (1,457.061)	699.346 (823.910)	500.174 (633.151)
Economic activities	1,069.310 (1,282.665)	664.032 (779.856)	405.278 (502.809)
Non-economic activities	130.210 (174.396)	35.314 (44.054)	94.896 (130.342)

Table 13: JOB SEEKERS 1983-1985-1987

	1 9 8 3	1 9 8 5	1 9 8 7
Total	916.000	1,064.000	1,087.000
Women	520.000	506.000	606.000

Table 14: PERSON SEEKING EMPLOYMENT FOR THE FIRST TIME 1983-1985-1987

	1 9 8 3	1 9 8 5	1 9 8 7
Total	627.657	737.840	774.561
Women	380.763	432.898	454.245

Table 15

Job Seekers by Qualifications, Age and Sex

situation on December 31, 1987

Qualifications	TOTAL		up to 18		over 18 up to 25		A G E over 25 up to 30		over 30 up to 40		over 40 up to 50		over 50 years	
	sum	female	sum	female	sum	female	sum	female	sum	female	sum	female	sum	female
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GRAND TOTAL	1087094	606400	78988	40135	550720	310515	215758	122124	158475	93667	55038	29150	28115	10809
% female		55.8		50.8		56.4		56.6		59.1		52.9		38.4
Elementary school														
Not completed	90220	49183	3015	1179	12179	6009	12749	6488	26674	16776	20731	12494	14872	6237
% female		54.5		39.1		49.3		50.9		62.9		60.3		41.9
Completed	330134	187506	47535	24698	127483	68226	58121	34348	68471	45176	20702	11680	7822	3378
% female		56.8		51.9		53.5		59.1		65.9		56.4		43.2
Not completed secondary school	14622	5292	1059	358	5504	1997	3641	1338	2675	1074	1245	473	498	52
% female		36.2		33.8		36.3		36.7		40.1		37.9		10.4
Common fundamental programme of vocational education	33577	17583	2271	1320	15729	8002	6837	3756	6339	3454	1760	851	641	200
% female		52.4		58.1		50.9		54.9		54.5		48.4		31.2
Common fundamental programme of vocational education and completed 1st year of professional education	212009	94045	18722	8584	136677	63308	29401	12700	18586	7604	5831	1465	2792	384
% female		44.4		45.8		46.3		43.2		40.9		25.1		13.8
Completed secondary school/vocational education														
TOTAL	343736	214459	6386	3996	235284	149942	73519	45155	24387	13447	3226	1554	934	365
% female		62.4		62.6		63.7		61.4		55.1		48.2		39.1

Table 15 - cont.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Mechanical--technical	27681	8156	389	160	22076	6456	3854	1246	1174	275	142	16	46	3
% female		29.5		41.1		29.2		32.3		23.4		11.3		6.5
Electrical-engineering	16367	4346	249	115	13035	3333	2584	755	438	132	47	10	14	1
% female		26.6		46.2		25.6		29.2		30.1		21.3		7.1
Textile-technical	5755	4447	80	55	4541	3512	842	657	251	199	34	21	7	3
% female		77.3		68.7		77.3		78.0		79.3		61.8		42.9
Wood-processing	3331	2195	84	67	2619	1781	490	297	101	45	31	5	6	-
% female		65.9		72.8		68.0		60.6		44.5		16.1		-
Leather	430	324	20	14	344	262	38	29	25	18	2	1	1	-
% female		75.3		70.0		76.2		76.3		72.0		50.0		-
Civil-engineering - technical	14900	7640	223	115	10678	5619	3005	1474	800	386	130	32	64	14
% female		51.3		51.6		52.6		49.1		48.3		24.6		21.9
Chemical-technical	13790	10569	182	123	10480	7965	2489	2023	561	419	70	33	8	6
		76.6		67.6		76.0		81.3		74.7		47.1		75.0
Mining-geological	3945	1857	611	117	2560	1423	589	263	120	42	61	10	4	2
% female		47.1		19.1		55.6		44.7		35.0		16.4		50.0
Geodesic	1550	757	31	22	1365	686	132	43	16	4	2	1	4	1
% female		48.8		70.9		50.3		32.6		25.0		50.0		25.0
Other technical	7706	5480	101	78	6270	4501	1047	739	236	140	45	19	7	3
% female		71.1		77.2		71.6		70.6		59.3		42.2		42.9
Transport	7110	2827	179	87	5465	2354	927	307	398	63	96	4	45	12
% female		39.8		48.6		43.1		33.1		15.8		4.2		26.7
Agricultural	18449	9312	321	230	13963	7135	2968	1365	981	495	183	73	33	14
% female		50.5		71.6		51.1		46.0		50.5		39.9		42.4
Forestry	2215	1141	58	34	1656	893	299	141	152	71	40	2	10	-
% female		51.5		58.6		53.9		47.2		46.7		5.0		-
Veterinary	2141	854	32	20	1808	711	252	106	39	14	6	2	4	1
% female		39.9		62.5		39.3		42.1		35.9		33.3		25.0

Table 15 - cont.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Economic	64224	49614	1598	1175	46952	36931	12063	9141	2893	1954	544	310	194	103
% female		77.2		73.5		78.7		75.8		67.5		57.0		53.1
Catering	7173	4976	111	94	5470	3818	1196	805	397	222	39	22	20	15
% female		69.4		84.7		69.8		67.3		65.9		56.4		75.0
Librarian	1012	826	38	36	751	636	194	131	28	22	-	-	1	1
% female		81.6		94.7		84.7		67.5		78.6		-		100.0
Medical	26464	22774	615	566	21037	18025	3538	3083	1076	940	159	135	39	25
% female		86.1		92.0		85.7		87.1		87.4		84.9		64.1
For teaching staff	5800	4121	105	85	3684	2804	1417	919	433	215	118	74	43	24
% female		71.0		80.9		76.1		64.9		49.6		62.7		55.8
Art	1560	1108	26	22	1016	756	374	250	113	67	20	10	11	3
% female		71.0		84.6		74.4		66.8		59.3		50.0		27.3
High-school	44173	24507	593	418	19340	11896	15725	8303	7628	3489	748	344	139	57
% female		55.5		70.5		61.5		52.8		45.7		46.0		41.0
Other professional school	67940	46628	740	363	40174	28445	19496	13078	6587	4235	709	430	234	77
% female		68.6		70.5		70.8		67.1		64.3		60.6		32.9
Post-secondary schools														
T O T A L	28805	18272	-	-	11214	8215	12242	7309	4326	2319	788	335	235	94
% female		63.4				75.3		59.7		53.6		42.5		40.0
Technical schools all streams	4310	1488	-	-	1620	746	1833	546	684	170	127	19	46	7
% female		34.5				46.0		29.8		24.8		15.0		15.2
Economic-commercial	5765	3408	-	-	1997	1334	2711	1571	912	451	166	43	29	9
% female		59.1				66.8		57.9		49.5		25.9		31.0
Social workers	733	629	-	-	254	226	358	289	129	99	28	13	4	2
% female		81.4				89.0		80.7		76.7		46.4		50.0
Menagerial-legal	1502	988	-	-	344	257	825	558	273	158	43	13	17	2
% female		65.8				74.7		67.6		57.8		30.2		11.8
Medical	768	626	-	-	416	344	233	188	86	70	25	17	8	7
% female		81.5				82.7		80.7		81.4		68.0		87.5

Table 15 - cont.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
For teaching staff	11501	8908	-	-	5379	4612	4231	3068	1482	974	315	191	94	63
% female		77.5				85.7		72.5		65.7		60.6		67.0
Other post-secondary schools	4186	2225	-	-	1204	696	2051	1089	760	397	134	39	37	4
% female		53.2				57.8		53.1		52.2		29.1		10.8
Faculties, Higher schools and Academies TOTAL	33919	20029	-	-	6649	4815	19231	11021	6984	3801	744	293	311	99
% female		59.0				72.4		57.3				39.4		31.8
Metallurgical	36	15	-	-	8	4	21	6	6	5	1	-	-	-
% female		41.7				50.0		28.6						
Mechanical-engineering	413	49	-	-	41	17	249	23	105	8	14	-	4	1
% female		11.7				41.5		9.2						25.0
Electrical engineering technical	543	119	-	-	90	29	343	67	83	22	20	1	7	-
% female		21.9				32.2		19.5				5.0		
Civil engineering	825	293	-	-	158	88	481	158	167	44	12	2	7	1
% female		35.5				55.7		32.8				16.7		14.2
Architecture	848	543	-	-	141	115	460	299	200	110	28	14	19	5
% female		64.0				81.6		65.0		55.0		50.0		26.3
Technology	572	376	-	-	146	109	270	168	125	82	22	11	9	6
% female		65.7				74.7		62.2		65.6		59.0		66.7
Agriculture	1597	777	-	-	444	293	880	365	240	107	21	11	12	1
% female		48.6				66.0		41.5		44.6		52.4		8.5
Forestry	445	202	-	-	77	45	228	103	106	49	23	5	11	-
% female		45.4				58.4		45.2		46.2		21.7		
Law	5449	3275	-	-	1141	830	3309	1947	895	467	66	20	38	11
% female		60.1				72.7		58.8		52.2		30.3		28.9
Philosophy	4641	3049	-	-	990	762	2439	1581	1083	644	94	44	35	18
% female		65.7				77.0		64.8		59.5		46.8		51.4

Table 15 - cont.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Economy	5379	3240	-	-	1359	998	3085	1742	839	475	66	19	30	6
% female		60.2				73.4		56.5		56.6		28.8		20.0
Philology	1574	1162	-	-	244	205	854	636	397	275	61	37	18	9
% female		73.8				84.0		74.5		69.3		60.7		50.0
Natural sciences	1740	1096	-	-	266	199	968	593	449	277	46	20	11	7
% female		63.0				74.8		61.3		61.7		43.5		63.6
Medicine	2837	1881	-	-	288	210	1907	1278	542	345	71	34	29	14
% female		66.3				72.9		67.0		63.6		47.9		48.3
Stomatology	1320	854	-	-	66	49	640	416	541	354	63	34	10	1
% female		64.7				74.2		65.0		65.4		54.0		10.0
Pharmacy	392	354	-	-	131	122	192	169	61	56	5	4	3	3
% female		90.3				93.1		88.0		91.8		80.0		100.0
Veterinary-medicine	240	114	-	-	43	22	130	61	58	29	4	2	5	-
% female		47.5				51.7		46.9		50.0		50.0		
Mining	215	74	-	-	29	15	141	49	35	10	7	-	3	-
% female		34.4				51.7		34.8		28.6				
Geodesy	32	8	-	-	7	1	21	6	4	1	-	-	-	-
% female		25.0				14.3		28.6		25.0				
Transport	387	62	-	-	60	29	147	25	113	8	46	-	21	-
% female		16.0				48.3		17.0		7.1				
Physical training	626	189	-	-	100	60	383	101	128	25	8	1	7	2
% female		30.2				60.0		26.4		19.5		12.5		28.6
Political sciences	1331	818	-	-	301	213	794	478	224	126	9	1	3	-
% female		61.5				70.8		60.2		56.3		11.1		
Art Academies	850	435	-	-	174	131	379	190	264	93	23	14	10	7
% female		51.2				75.3		50.1		35.2		60.9		70.0
Other higher schools and faculties	1627	1044	-	-	345	269	910	560	319	189	34	19	19	7
% female		64.2				77.8		61.5		59.2		55.9		36.8
Scientific degree	72	31	-	-	1	1	17	9	33	16	11	5	10	-
% female		43.1				100.0		52.9		48.5		45.5		
Masters of science	70	30	-	-	1	1	17	9	32	16	10	4	10	-
% female		42.9				100.0		52.9		50.0		40.0		
Doctors of arts and sciences	2	1	-	-	-	-	-	-	1	-	1	1	-	-
% female		50.0										100.0		

(C) EDUCATION, SCIENCE

Table 16: Coverage of Youth by Elementary and Secondary Education 1984-1987

	schools	classes	Pupils total		graduated	
			sum	female	sum	full time
	FULL TIME ELEMENTARY EDUCATION					
1984/85	12 215	105 145	2 823 951	1 360 608	312 319	312 319
1985/86	12 144	106 126	2 833 747	1 365 758	318 732	318 732
1986/87 x)	12 069	107 078	2 833 231	1 366 777	319 570	319 570
	FULL TIME SECONDARY EDUCATION					
1984/85		31 647	938 218	445 560	258 826	244 422
1985/86	1 270 x)	30 955	910 199	431 735	260 719	238 710
1986/87 x)	1 248 x)	30 879	901 351	428 447	254 622	233 080
Education according to the programme of reform						
1984/85		31 213	923 435	437 802	246 852	233 190
1985/86	1 270	30 955	910 199	431 735	260 719	238 710
1986/87	1 248	30 879	901 351	428 447	254 622	233 080
First stage (common fundamental programme)						
1984/85	780	10 796	311 024	143 256		
1985/86	574	9 016	259 163	117 220		
1986/87	579	8 989	258 076	117 704		
Second stage (final degree)						
1984/85	742	9 218	271 576	131 417	163 470	156 726
1985/86	732	9 425	276 511	133 018	176 338	166 226
1986/87	734	7 867	229 562	109 261	177 134	165 020
No stages						
1984/85	628	11 199	340 835	163 129	83 382	76 464
1985/86	653	12 514	374 525	181 497	84 381	72 484
1986/87	652	14 023	413 713	201 482	77 488	68 060

Table 17: Coverage of Youth by Secondary Education

	Schools	Classes	Pupils			
			total		graduated	
			sum	female	sum	full-time
Natural sciences,mathematics,informatics	351	1 411	43 163	21 821	15 263	15 080
Hydrometeorological	1	4	134	71	58	58
Mechanical engineering-metal	581	4 274	127 850	13 037	54 858	49 913
Power generation	24	137	4 219	286	1 836	1 788
Electrical engineering	323	1 708	56 113	7 511	24 764	22 933
Civil engineering and geodesy	201	1 075	31 519	10 089	11 337	10 990
Mining-geology	49	222	6 712	1 680	2 935	2 280
Chemical-technology	163	740	21 283	14 700	7 426	6 997
Graphic	34	128	3 729	2 273	1 687	1 511
Fire brigade	9	17	547	283	260	220
Transport	147	685	20 465	5 409	9 556	7 604
Shipbuilding	12	19	384	25	149	149
Textile	271	1 167	36 445	32 802	16 194	14 452
Leather-rubber processing	100	355	10 777	7 578	4 117	3 751
Metallurgy	49	166	4 434	986	1 814	1 439
Health	119	890	31 840	26 335	11 449	10 926
Agriculture	252	1 215	38 029	19 394	14 667	14 291
Food processing	130	411	11 595	7 205	5 265	5 005
Forestry	38	110	3 481	1 175	1 684	1 503
Wood-processing	174	615	16 934	6 147	5 576	5 170
Veterinary medicine	34	88	3 327	1 032	1 230	1 205
Trade	166	673	23 100	17 612	12 603	10 327
Juridical-office management	138	622	20 987	15 731	7 541	7 173
Catering-touristic	210	1 035	30 657	17 307	13 144	10 428
Economic-commercial	282	1 400	47 537	38 539	18 447	17 023
Translating-interpreting	79	362	10 651	9 119	3 338	3 233
Educational	149	642	20 401	17 159	5 586	5 530
Arts	49	217	6 447	4 199	1 576	1 524
Culture	114	387	12 936	10 113	4 032	3 944
Services	50	160	5 339	4 897	2 303	2 242

Table 18: Teachers in Elementary and Secondary Schools

	Regular elementary school		Secondary schools	
	Total	Women	Total	Women
1983/84	134,703	82,345	63,371	29,476
1984/85	134,862	82,681	62,643	29,331
1985/86	137,201	84,341	62,797	29,988

Table 19: ORGANIZATION OF POST-SECONDARY AND HIGHER EDUCATION AND STUDENTS, 1983-1988

	Schools	Students			
		Full time		Total	
		Sum	Women	Sum	Women
1983/84	350	374.255	168.405	271.505	128.630
1874/85	340	359.175	163.007	263.141	124.025
1984/86	330	349.013	160.254	253.397	121.662
1987/88	322	346.787	165.000	256.840	126.990

Table 20: HIGHER-EDUCATION ORGANIZATIONS AND STUDENTS, 1985-1988

Total	Schools	Students				Teachers				Teaching assistants			
		total		full time		total		full time		total		full time	
		sum	female	sum	female	sum	female	sum	female	sum	female	sum	female
1985/86	330	349013	160254	253397	121662	17608	3760	14163	3241	8021	3014	6718	2700
1986/87	326	349654	164367	252735	124298	15394	3017	12003	2573	9598	3707	8151	3363
1987/88*	322	346787	165000	256840	126990	15750	3083	12317	2669	9923	3879	8403	3498
Faculties*	211	291157	138720	224445	109452	12303	2370	10035	2107	9358	3670	8013	3328
Natural sciences	9	16053	9633	13190	8111	860	218	826	214	591	269	585	266
Natural sciences and technology	1	2239	1764	2697	1747	184	22	163	21	60	27	48	20
Technical	84	95653	27685	83074	25078	3928	577	3024	461	3024	815	2586	762
Medicine	12	20888	12193	20445	11818	1741	430	1387	365	2241	987	1714	824
Stomatology	4	3665	1919	3608	1875	259	83	180	61	255	134	175	85
Pharmacy	3	2294	1947	2229	1895	101	57	103	56	104	86	104	86
Agriculture	10	19575	7865	15351	6477	599	98	508	89	562	188	517	170
Forestry	4	3976	1250	3425	1076	158	18	146	14	138	38	134	37
Veterinary medicine	3	4207	1415	4198	1409	207	54	203	54	147	55	130	47
Biological Engineering	1	2214	1096	1983	1025	229	32	145	27	99	47	91	47
Economy	23	38148	22483	21326	14082	933	164	771	146	414	178	375	169
Tourism, catering and foreign trade	3	2137	1170	1278	735	69	13	49	12	21	7	16	7
Law	19	29954	16320	16777	10289	503	76	435	72	291	114	270	112
Political sciences	4	5277	2782	3175	1898	225	44	166	38	91	31	68	27
Organizational sciences	3	3343	1401	1516	780	120	14	95	12	36	12	35	12
Philosophy and Philology	12	28424	20357	20193	15015	1386	321	1226	303	945	540	920	528

Table 20 cont.

Pedagogical and Teaching	6	5923	4938	5007	4192	466	142	357	117	127	81	110	74
Defectology	2	1631	1250	1003	819	54	21	42	19	45	34	44	33
Physical training	7	4014	972	3432	919	264	33	195	23	90	24	83	19
National Defence	1	1042	280	538	212	15	3	15	3	8	3	8	3
Art Academies and Faculties	20	4551	2518	4359	2456	823	169	647	51	226	109	184	90
Fine Arts	5	1310	644	1292	636	232	29	183	25	46	9	37	8
Applied Arts	1	348	206	347	206	54	11	54	11	17	5	17	5
Music	9	2199	1392	2124	1354	368	105	284	93	125	82	101	67
Performing Arts	5	694	276	596	268	169	24	126	22	33	13	29	10
Higher Schools	91	51079	23762	28036	15082	2624	544	1635	411	339	100	206	80
Technical	26	15930	4431	8946	2876	887	133	477	92	140	34	76	29
Transport	6	1571	371	987	259	157	16	63	12	41	3	19	1
Medicine	4	2502	2041	1808	1479	155	50	42	24	22	16	13	11
Agriculture	6	1821	709	1374	595	170	11	88	6	27	13	17	8
Economic	10	7793	4272	3610	2199	244	58	163	43	24	3	11	3
Juridical and office management	3	2684	1562	715	567	61	10	31	6	2	-	1	-
Pedagogy	29	14876	9511	9187	6573	831	244	689	213	42	22	38	21
Social medicine	3	527	439	332	285	28	11	14	6	12	4	3	2
Internal Affairs	3	2836	226	824	123	77	10	54	8	28	4	27	4
Work organization	1	539	200	253	126	14	1	14	1	1	1	1	1

Table 21: TEACHERS IN POST-SECONDARY AND HIGHER EDUCATIONAL ORGANIZATIONS BY TITLE IN 1987/1988

		Total	Teachers								Teaching associates
			sum	full professors	associate professors	assistant professors	senior lecturers and lecturers	post-secondary professors	post-secondary school lecturers	other	
Total	sum	25672	15750	4363	2842	3524	2047	1724	851	389	9923
	women				515	830	508		322	51	3879
Faculties	sum	21561	12363	4058	2632	3287	1986	-	-		9158
	women	6040	2370	538	470	824	488	-	-	50	3670
Art academies and faculties	sum		823	305	210	247	61	-	-	-	226
	women	278	169	49	45	56	20	-	-	-	109
Post-secondary schools	sum	2963	2624	-	-	-	-	1724	651	49	339
	women	644	544	-	-	-	-	321	222	1	100

1) Teachers of post-secondary schools in the SR of Slovenia are also included.

Table 22: SPECIALISTS, MASTERS AND DOCTORS OF ARTS AND SCIENCES

	Specialist				Masters of science				Doctor of science			
	1962 to 1986	1985	1986	1987	1945 to 1986	1985	1986	1987	1962 to 1986	1985	1986	1987
Total	2898	266	233	234	28210	1080	1876	1750	16808	962	913	998
Women	...	98	94	97	8324	642	592	533	3311	218	206	271

(D) DEMOGRAPHY

Table 23: ESTIMATE OF THE NUMBER OF INHABITANTS BY SEX IN THE SRs AND SAPs

		SFR Yugoslavia	SR Bosnia-Herzegovina	SR Montenegro	SR Croatia	SR Macedonia	SR Slovenia	SR Serbia			
								Total	Territory of SRS ont side the territory of SAPs	SAP Kosovo	SAP Vojvodina
1969	TOTAL	20209508	3668677	520484	4395846	1604719	1707393	8312389	5180963	1189140	1942286
	MEN	9914853	1806092	255657	2111212	810922	818867	4112103	2550764	612761	948578
	WOMEN	10294655	1862585	264827	2284634	793797	888526	4200286	2630199	576379	993708
1971	TOTAL	20571755	3759893	530854	4431489	1653887	1729941	8465691	5257667	1253975	1954049
	MEN	10102714	1841669	259925	2141726	838069	837441	418388	2589433	642477	951974
	WOMEN	10469041	1918224	270929	2289763	815818	892500	4281807	2668234	611498	1002075
1981	TOTAL	22470775	4135743	586164	4605821	1916109	1895264	9331674	5701025	1594919	2035730
	MEN	11106828	2056626	290658	2228996	971680	920418	4638450	2820799	823804	993847
	WOMEN	11363947	2079117	295506	2376825	944429	974845	3693224	2880226	771115	1041883
1984	TOTAL	22959114	4270588	605999	4643069	1992154	1918717	9528587	5766068	1716306	2046213
1986	TOTAL	23270578	4355950	618897	4665143	2041259	1933365	9656064	5803412	18034330	2049222
1987	TOTAL	2341100	339800	62500	467200	206500	193700	971400	581600	184800	205000

Table 24: Average Age and Ageing Index of the Population by Sex

		SFRY	SR Bosnia-Herzegovina	SR Montenegro	SR Croatia	SR Macedonia	SR Slovenia	SR Serbia			
								Total	Territory of SRS outside SAPs	SAP Kosovo	SAP Vojvodina
AVERAGE AGE											
1948											
	MEN	27.3	23.0	26.1	29.0	25.8	29.7	28.0	28.0	24.3	29.7
	WOMEN	29.2	24.3	28.8	31.1	26.5	31.6	29.8	29.8	26.0	31.5
1953											
	MEN	27.7	23.4	26.1	29.3	26.2	29.8	28.6	28.5	24.2	30.3
	WOMEN	29.5	25.0	28.7	31,9	26.7	32.2	30.0	29.9	25.7	32.3
1961											
	MEN	28.6	24.0	26.3	30.8	26.4	30.6	29.6	30.4	23.8	30.9
	WOMEN	30.7	25.8	28.6	33.5	26.9	33.1	31.5	32.0	25.2	33.1
1971											
	MEN	30.2	25.8	27.4	32.2	27.6	31.5	31.2	32.5	23.2	33.2
	WOMEN	32.3	27.7	29.8	35.1	28.1	34.8	33.0	34.1	24.0	35.4
1981											
	MEN	31.8	28.8	29.6	33.8	29.3	32.5	32.8	34.6	23.9	34.8
	WOMEN	34.1	30.7	31.9	37.2	30.1	36.0	34.6	36.3	24.5	37.4
1982											
	MEN	32.0	29.1	29.9	34.0	29.5	32.6	32.9	34.9	24.0	35.0
	WOMEN	34.4	31.1	32.2	37.4	30.4	36.2	34.8	36.6	24.9	37.4
1983											
	MEN	32.2	29.4	30.1	34.1	29.7	32.8	33.1	35.1	24.1	35.1
	WOMEN	34.5	31.4	32.4	37.5	30.6	36.4	35.0	36.8	24.8	37.8
AGEING INDEX											
1953		21.8	10.4	22.4	27.9	17.3	30.3	23.8	23.5	15.1	30.6
1961		26.1	13.3	24.3	35.0	17.3	35.4	28.9	30.4	14.7	36.5
1971		34.4	17.8	28.0	48.4	21.2	45.4	39.0	44.6	14.8	50.3
1981		36.6	21.7	28.5	52.6	24.1	46.0	39.4	48.2	12.3	55.4
1983		38.9	23.9	30.4	54.9	25.6	47.7	41.7	52.0	12.5	58.2

Table 25: Projections of population by sex
(Mean fertility variance)
(- in thousands)

	1987	1990	1995	2000
Total	23 593	24 107	24 907	25 653
Men	11 690	11 966	12 399	12 803
Women	11 903	12 141	12 509	12 850

Table 26: Specific fertility rates

	1955	1965	1975	1981	1982	1983	1984	1985	1986
Total	100.8	82.6	68.5	64.3	65.8	65.0	65.3	63.3	62.0
Age of mothers									
Below 15	0.1	0.1	0.3	0.3	0.4	0.3	0.2	0.2	0.1
15-19	42.0	48.3	54.2	43.3	44.2	43.5	44.3	43.8	42.4
15	2.1	4.0	5.6	4.3	5.0	4.7	5.0	4.8	4.5
16	9.2	15.4	17.7	13.7	15.0	15.4	15.2	14.8	14.3
17	27.6	40.9	41.8	32.7	33.7	34.0	35.1	34.0	32.3
18	61.9	84.6	80.0	63.0	63.0	61.2	61.2	62.5	61.0
19	105.6	122.0	122.1	102.6	103.4	101.0	102.6	100.1	98.4
20-24	186.3	188.6	162.4	159.0	162.8	160.4	160.6	154.6	151.3
20	144.7	170.2	156.5	141.5	141.6	137.3	138.7	134.8	131.7
21	175.4	189.7	163.4	161.7	162.4	160.0	158.0	151.1	150.7
22	198.7	194.5	171.3	168.6	169.8	167.8	170.2	162.2	157.6
23	211.2	196.3	161.7	164.6	175.1	170.8	168.2	164.2	158.6
24	202.7	190.0	158.8	159.2	165.4	165.7	167.5	160.3	158.1
25-29	176.1	152.1	126.2	120.9	124.7	123.9	125.5	123.1	121.9
25	205.8	184.7	150.5	147.1	154.0	151.8	156.9	151.9	148.9
26	185.9	166.4	134.0	138.0	138.8	140.8	140.7	139.9	139.9
27	177.4	153.6	123.4	119.6	127.2	124.9	125.1	122.8	121.3
28	160.8	135.8	116.6	107.4	108.2	110.7	110.1	107.2	107.2
29	149.0	122.2	95.6	91.3	96.8	93.7	96.8	94.2	91.1
30-34	113.4	85.8	67.4	61.1	61.0	60.1	60.3	58.3	57.0
35-39	78.6	42.7	30.7	24.7	25.0	24.5	24.3	23.2	22.3
40-44	30.3	14.9	9.4	6.9	6.5	6.1	6.0	5.7	5.5
45-49	7.7	4.9	1.1	0.7	0.7	0.6	0.6	0.6	0.6
50 and over	1.4	0.8	0.2	0.1	0.1	0.1	0.1	0.1	0.1

Table 27

LIVEBORN PER 1000 INHABITANTS

	SFRY	SR Bosnia-Herzegovina	SR Montenegro	SR Croatia	SR Macedonia	SR Slovenia	SR Serbia			
							Total	Territory of SRS outside SAPs	SAP Kosovo	SAP Vojvodina
0	1	2	3	4	5	6	7	8	9	10
1950	30.3	38.6	30.0	24.8	40.3	24.4	29.5	28.0	36.1	25.5
1960	23.5	34.1	28.1	18.4	31.7	17.6	21.2	18.0	44.1	17.8
1969	18.9	23.9	21.7	14.5	25.1	16.3	18.3	15.2	39.1	13.6
1970	17.8	21.4	20.3	13.9	23.2	16.0	17.5	14.8	36.5	13.0
1971	18.3	22.0	20.5	14.6	22.9	16.3	17.9	14.8	37.5	13.4
1972	18.3	21.5	20.3	14.8	22.7	16.5	18.1	15.1	37.1	13.6
1973	18.1	20.1	19.5	15.1	22.0	16.9	18.1	15.3	35.9	13.8
1974	18.1	19.8	19.0	15.0	22.2	16.2	18.4	15.5	36.5	13.8
1975	18.2	19.8	18.8	14.8	22.5	16.8	18.5	15.6	35.1	14.4
1976	18.2	19.6	18.9	14.8	22.3	17.0	18.7	15.6	35.5	14.7
1977	17.7	18.5	18.7	14.9	21.5	16.6	18.0	15.2	33.5	14.3
1978	17.4	17.7	18.2	15.0	21.1	16.8	17.7	14.7	32.1	15.0
1979	17.1	17.0	17.6	15.0	21.2	16.8	17.4	14.7	30.7	14.2
1980	17.1	17.3	18.2	14.9	21.0	15.9	17.6	14.3	34.2	14.1
1981	16.4	17.2	17.6	14.6	20.6	15.4	16.2	13.2	30.2	13.7
1982	16.7	17.6	17.8	14.4	20.5	15.2	17.0	13.8	32.3	13.6
1983	16.4	17.6	17.8	14.2	19.9	14.2	16.7	14.0	29.6	13.5
1984 1)	16.4	16.9	17.3	14.1	20.0	14.7	16.8	14.0	31.1	12.8
1985 1)	15.9	16.2	16.8	13.6	19.4	14.5	16.3	13.3	31.0	12.2
1966 1)	15.4	15.7	16.1	13.0	19.0	13.8	15.9	12.9	20.0	11.9

Table 28

NATURAL POPULATION GROWTH PER 1000 INHABITANTS

	SFRY	SR Bosnia-Herzegovina	SR Montenegro	SR Croatia	SR Macedonia	SR Slovenia	SR Serbia			
							Total	Territory of SRS outside SAPs	SAP Kosovo	SAP Vojvodina
0	1	2	3	4	5	6	7	8	9	10
1950	17.3	25.1	20.7	12.5	25.6	12.6	16.1	15.6	29.1	11.5
1960	13.6	23.8	20.4	8.4	21.6	8.0	11.3	9.0	29.9	7.7
1969	9.6	16.3	15.3	9.8	16.9	5.4	8.8	5.9	29.9	3.3
1970	8.9	14.3	13.6	3.9	15.6	5.9	8.2	5.7	27.6	2.8
1971	9.6	15.4	14.4	4.5	15.4	6.2	8.9	6.1	29.3	3.2
1972	9.1	14.5	13.8	4.0	14.9	6.1	8.6	5.7	29.1	2.8
1973	9.5	13.7	13.4	4.9	14.8	6.8	9.1	6.5	28.1	3.5
1974	9.7	13.8	13.2	5.0	15.2	6.4	9.6	7.0	29.1	3.3
1975	9.5	13.4	13.0	4.7	15.3	6.6	9.4	6.7	28.0	3.6
1976	9.7	13.4	12.8	4.9	15.4	6.8	9.8	6.8	28.5	4.3
1977	9.3	12.4	12.5	5.0	14.4	6.8	9.2	6.3	26.9	4.1
1978	8.7	11.4	11.9	4.4	14.3	6.6	8.6	5.5	25.7	4.2
1979	8.5	10.9	11.1	4.5	14.4	6.8	8.4	5.6	24.6	3.4
1980	8.3	10.9	11.8	4.0	13.9	5.9	8.4	5.0	28.5	2.7
1981	7.5	10.8	11.4	3.5	13.6	5.5	6.8	3.6	24.1	2.2
1982	7.8	11.2	11.7	3.5	13.5	4.9	7.5	4.2	25.9	1.9
1983	6.8	10.5	10.8	2.3	12.6	3.4	6.7	3.8	23.0	1.4
1984 1)	7.1	10.6	11.2	2.3	12.7	3.8	7.1	3.9	25.3	1.1
1985 1)	6.8	10.0	10.6	2.3	12.0	4.0	6.7	3.2	25.3	0.7
1986 1)	6.4	9.5	9.8	2.0	11.8	3.4	6.3	2.7	24.5	0.3

Table 29

TRENDS IN THE NUMBER OF ABORTIONS[1] AND DELIVERIES

	Number of abortions				Number of deliveries		
	1970	1975	1978	1981	1975	1978	1983
S F R Y	254 432	293 219	335 102	384 862	391 048	384 284	377 092
Bosnia-Herzegovina	23 176	36 571	39 221[2]	54 453	79 503	73 925	74 724
Montenegro	4 567	6 036	6 025	7 713	10 600	10 643	10 691
Croatia	43 437	44 608	44 646	55 712	67 408	69 121	65 925
Macedonia	15 074	17 644	23 175	29 731	39 967	39 209	39 583
Slovenia	12 046	12 350	20 154	22 837	30 000	30 542	27 383
Serbia	156 132	176 010	201 881	214 416	163 490	160 844	158 786
Serbia outside provinces	119 579	130 347	151 961	160 995	84 982	81 204	80 946
Kosovo	4 087	7 759	7 633	10 848	49 678	49 431	50 052
Vojvodina	32 466	37 904	42 287	42 573	28 830	30 209	27 788

1) All abortions are included: induced (artificial) and completed (spontaneous and criminal)

2) Data for 1977

Table... cont.

1	1950 2	1973 3	1974 4	1975 5	1976 6	1977 7	1978 8	1979 9	1980 10	1981 11	1982 12	1983 13
SR Serbia - SAP Kosovo	35,395	48,022	50,227	49,678	51,760	50,248	49,431	48,507	53,571	48,517	53,383	50,052
% with professional help	8.4	35.0	38.2	40.7	44.0	46.0	48.3	51.3	53.4	55.3	60.5	42.2
% without professional help	91.6	65.0	61.8	59.3	56.0	54.0	51.7	48.7	46.6	44.7	39.5	57.8
SR Serbia - SAP Vojvodina	43,702	27,353	27,457	28,830	29,476	28,680	30,209	28,798	28,841	28,161	27,881	27,788
% with professional help	80.4	97.2	98.6	98.9	98.8	98.9	99.2	99.4	99.4	99.4	99.6	99.7
% without professional help	19.6	2.8	1.4	1.1	1.2	1.1	0.8	0.6	0.6	0.6	0.4	0.3

1) All liveborn and stillborn infants included
Demographic statistical data